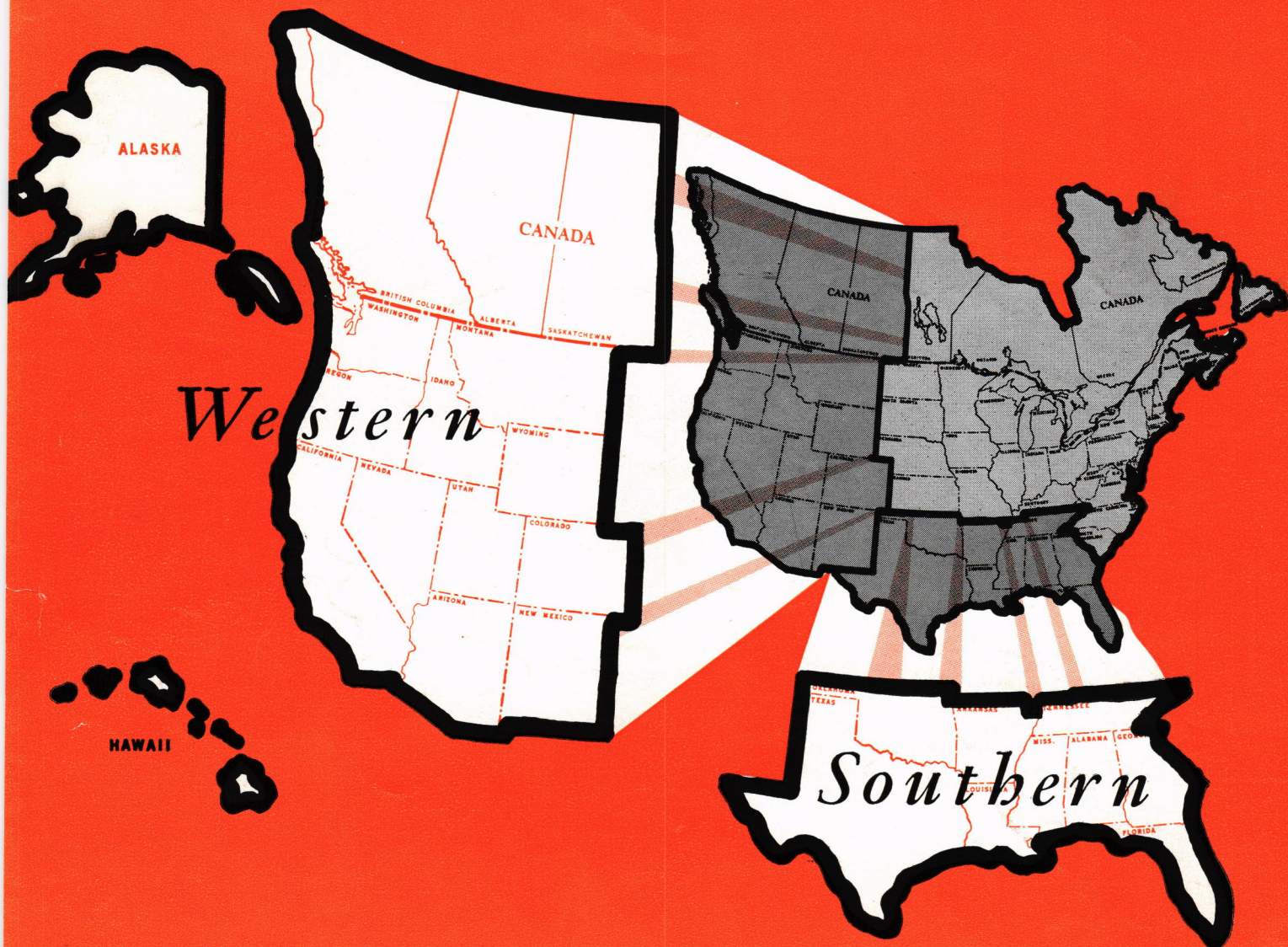


AUGUST, 1963

THE INTERNATIONAL

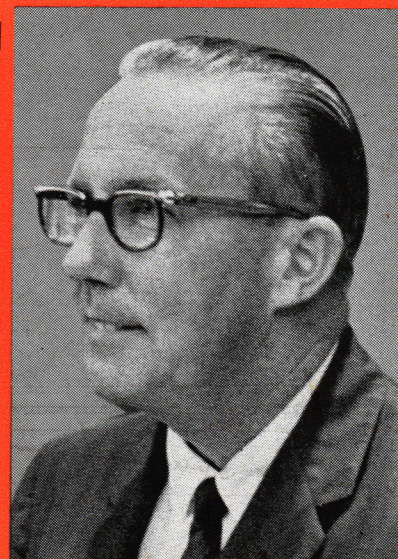
Teamster

DEDICATED TO SERVICE



CONFERENCE CHAIRMEN REAPPOINTED

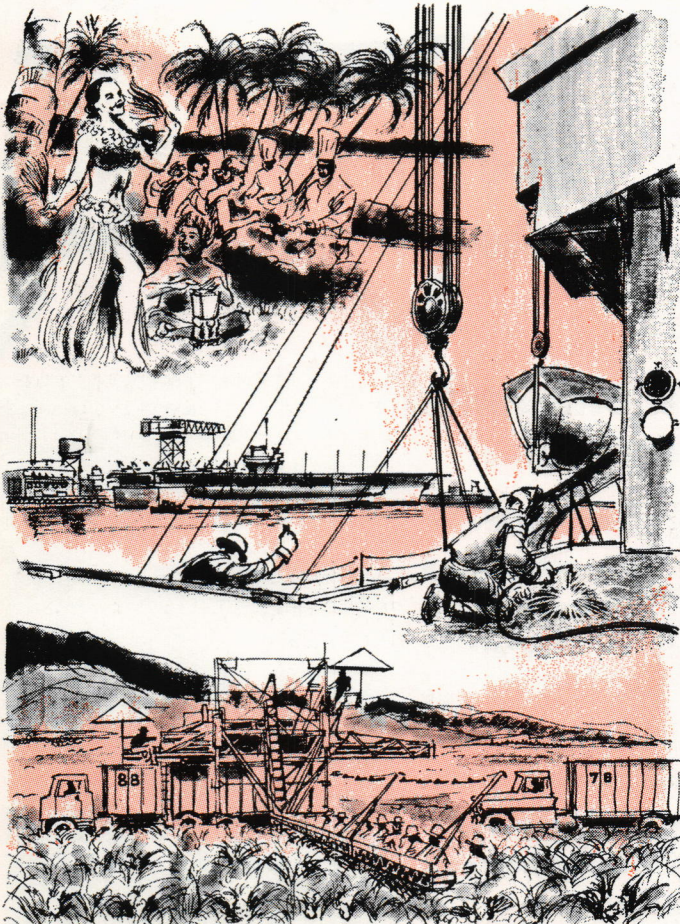
Einar O. Mohn (left) and Murray W. Miller (right) have been reappointed chairmen of the Western and the Southern Conference of Teamsters respectively. Appointments were made by Teamster General President Hoffa at meetings held last month in Dallas and Los Angeles. Both are International Union vice presidents. (See conferences meeting story on page 4.)





THE TEAMSTERS SALUTE

HONOLULU



HONOLULU, the major city and state capital of Hawaii, 43rd-ranking U. S. city with 294,179 population in the 1960 census, long has been popular as an ideal vacation spot. In addition, Honolulu is a thriving metropolitan area, a good place in which to work and live.

In addition to its year-around mild climate, Honolulu, in comparison with the U. S. as a whole, has a much higher family income and a lower unemployment rate. The increase in construction has been phenomenal with annual increases ranging up to 300 percent in recent years.

Diversified manufacturing in Hawaii, of which 90 percent is located in or near Honolulu, has more than doubled in the past ten years, largely because of increased local demand. This has been added to the major industries of sugar refining, cattle ranching and pineapple canning. It includes clothing manufacture, coffee roasting, fish canning and machine shop and metal-fabrication processes to meet domestic demands and those of the military establishments.

This prosperity and growth has been largely a latter-day development. Although the Hawaiian Islands were discovered in 1778 by Captain James Cook, it was not until 1898 that they were annexed by the U. S. They were given territorial status two years later and, on June 27, 1959, became the youngest of the 50 states. Since the Pearl Harbor attack the growth has been of boom proportions.

The greatest industry is serving the needs of U. S. armed forces based at this western defense bastion. Last year military expenditures totalled nearly \$376 million. More than 362,000 tourists visited this Pacific paradise and spent another \$154 million. For residents, the military and tourists, surface cargo transport needs are supplied exclusively by trucks since there are no railroads in Hawaii. A great many of these trucks are Teamster-driven.

An island-sized "Aloha!" to "The Pearl of the Pacific!"

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Los Angeles 15, Calif.

THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 60, No. 8

August, 1963

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Call bill weak, politically inspired

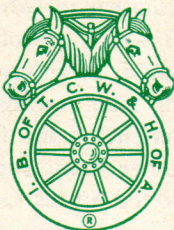
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Accuracy challenged as personnel guide

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Pin-point congressmen on the issues

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*Corporations Find 'Charitable' Foundations
Safe Refuge for Profits from Taxes*



The International Teamster has an average monthly circulation of 1,550,000 and an estimated readership of over 4 million (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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■ JFK Hinders Collective Bargaining ■

IF ONE WERE content to accept the death sentence imposed upon collective bargaining by the nation's press and by the frantic actions of the Kennedy Administration, one would reasonably expect to read the collective bargaining obituary any day now.

If one accepts the popular notion, collective bargaining is now out-moded and a substitute must be found. It is not surprising, then, that those who prematurely wring their hands over the present relationship between the American worker and the American industrialist should suggest compulsory arbitration as the remedy.

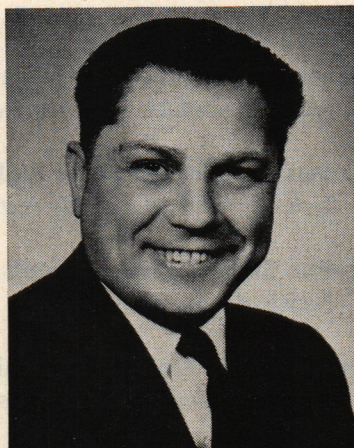
No one does more to create a popular misconception of the collective bargaining process than President Kennedy himself. In fact, the political realist is quick to admit that the 'New Frontier' is really only a pen name for the 'Status Quo.' And what upsets Kennedy most is that a periodic strike frustrates his penchant for the status quo.

If collective bargaining has failed, it is only because the Kennedy Administration has refused to let it work. The President has usurped the powers of the Secretary of Labor who is supposed to promote the general welfare of the working people. Kennedy has subverted the office of the Secretary of Labor until it can now accurately be called the office of the Secretary of the Status Quo.

Instead of being able to devote time to the perplexing questions of vast unemployment, the impact on the worker of automation, equal job opportunities for Negroes and other problems which beset the working man, the Secretary of Labor has been manipulated here and there by the Administration, first as a strike breaker, next as a strike preventor.

The Kennedy Administration has tried desperately to dramatize the theory of public inconvenience in a strike. Usually, as in the last Longshoreman's strike, this inconvenience is vastly exaggerated.

Then, too, the student of collective bargaining wonders if that hard-to-define sector known as the 'public' has any obligations to share occasional inconvenience



if it is so willing to point to the fruits of collective bargaining as a star in the American way of life. Certainly, when the working men are economically secure, the public, too, is the benefactor.

Those who sound the death knell for collective bargaining overlook the 90 to 95 per cent (government estimates) of collective bargaining agreements signed every year with no work stoppage. Kennedy has failed to identify his Administration with that aspect of the status quo—because the unspectacular circumstance of a peaceful settlement has no political value.

Too, those who have sentenced collective bargaining to the grave make comparisons of past successes under yesterday's labor laws with today's complications under the Kennedy-Landrum-Griffin Act. As chief architect of the Kennedy-Landrum-Griffin Act, the President shoulders much of the blame for the burden upon the working man today in his quest for economic justice.

Collective bargaining is not archaic. It is, however, the victim of the Kennedy Administration. If the President of the United States—major molder of public opinion—had spent as much time 'conditioning' America to solving its perilous domestic problems, all of which are of concern to the working man and his union, as he spent turning the public against the working man and his union, this country might well be experiencing the thrilling excitement of a New Frontier, rather than trudging methodically along in the limbo of the Status Quo.

Free collective bargaining in such an atmosphere as that would be one of the country's greatest tools.

James R. Heffo



Business Agents Radio Dispatched

Teamster Local 20 in Toledo, Ohio, has inaugurated a 2-way radio system to make its business agents more mobile and provide quicker service to the membership.

Phone calls made by members to the union hall are dispatched to the respective business agents immediately by the telephone operator. Contacts are maintained with 14 units in staff cars.

Lawrence N. Steinberg, Local 20 president, said the radio equipment is composed of a 2-base transmitter operating at 80 watts—enough to cover Local 20's 13-county jurisdiction—and the latest transistorized mobile units that drain car batteries very little.

District Local Officer Dies

J. C. Randolph, a member and officer of Teamster Local 639 of Washington, D. C., for many years, died of a cerebral hemorrhage recently.

Randolph had been involved in union work since the 1930's.

He first was a member of Teamster Local 605 and served as its president from 1940 to 1948. When 605 merged with 639 in 1950, Randolph became a trustee of the new organization.

In 1954, Randolph became a busi-

ness agent for Local 639 and also served as vice president until his death.

Member's Son Is Fire Hero

Solomon Ackerman, 15-year-old son of Walter Ackerman, a member of Teamster Local 357 in Los Angeles, recently was the hero in a fire mishap.

Young Ackerman, a newspaper route boy, was making his rounds early one morning when he heard an explosion and saw smoke pour from a home nearby.

The youth ran to the house which soon burst into flames after a woman and her daughter had just crawled out. The woman cried hysterically that her small son was still in the house.

Ackerman went to where the wall was blown out, saw a little boy near a bed with his clothes afire, and rushed into the flames. He picked up the toddler and carried him outside, then laid him down and beat out the flames.

Heart Attack Kills Keber

Richard Keber, a charter member and officer of Teamster Local 680 in Newark, N. J., since 1935, died recently of a heart attack.

Keber was the first business agent elected to office in Local 680, a post

he held until 1951 when he was appointed secretary-treasurer to fill an unexpired term. He was subsequently reelected secretary-treasurer until his death.

Kebler held numerous posts in labor circles through the years and during World War II was a member of the War Manpower Commission in New Jersey.

Teamster Wins Civic Honor

Frank Pinto, president of Teamster Local 617 in Jersey City, was one of four outstanding citizens to receive Jersey City Independence Day awards for citizenship.

Pinto was singled out for "outstanding service to working men throughout the country, bringing benefits and wage gains to labor and other welfare advantages to men and women of all races, colors, and creeds."

The Jersey City mayor, a clergyman, and an editor also were honored.

Windschanz Dies In Union Meeting

Carl J. Windschanz, president of the Southern California Produce Council and secretary-treasurer of Teamster Local 630 in Los Angeles, died recently.

He suffered a fatal heart attack while taking part in a meeting of Local 630's executive board.

The 52-year-old Windschanz was a charter member of Local 630 which was formed in 1937. He later became a business agent and following World War II service as a Seabee returned to the post.

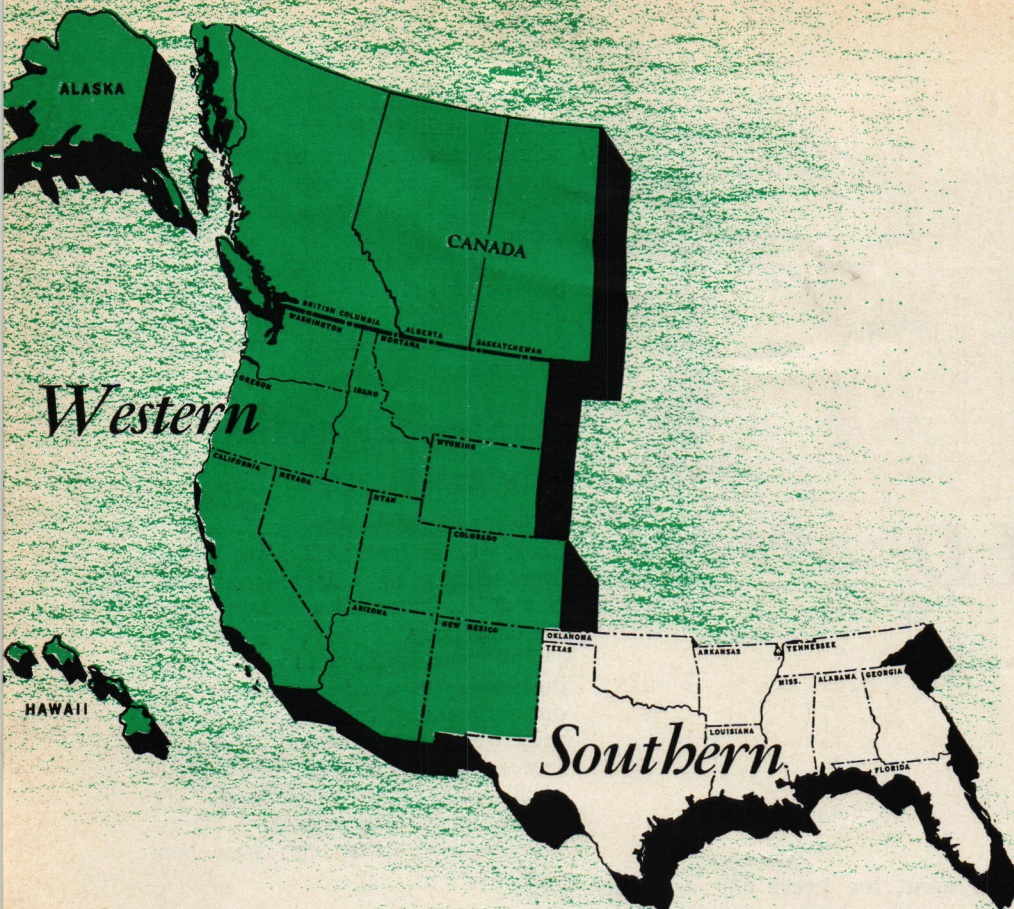
Windschanz was appointed secretary-treasurer of his local union in 1950 to fill an unexpired term and was reelected regularly.

He was well known to produce drivers operating in and out of the Los Angeles area.

Officer Celebrates 50th Anniversary

Harry Cohen, president of Teamster Local 355 in Baltimore, Md., recently celebrated his 50th wedding anniversary.

The 72-year-old Cohen also is working on some other records such as being president and a business agent of Local 355 for the past 35 years.



Southern and Western Conferences Call for National Freight Contract

July was meeting month for the Southern and the Western Conferences of Teamsters, and delegates to both the Dallas and the Los Angeles meetings threw their unanimous support behind resolutions embracing bargaining for a national freight agreement in 1964.

In tune with the issues of the times, both Conferences dealt with the question of civil rights for Negroes, both resolving to continue meaningful enforcement of the Teamster constitution which forbids discrimination and to assist Negro workers in their quest for equal job opportunities.

Murray W. Miller, International Union Vice-President and Chairman of the Southern Conference summed it up by declaring to Southern Conference delegates:

"There is no place in the Teamsters Union for anyone who discriminates against anybody for any reason—race or whatever."

The Western Conference delegates adopted a resolution which empowered its policy committee to create a

committee to deal with any problems which may arise in the area of civil rights and human relations.

Named to the committee, with Einar O. Mohn as chairman, were Ted Merrill, Local 692, Long Beach, Calif.; Vernon L. Pankey, Local 750, Oakland, Calif.; E. S. Benjamin, Local 670, Salem, Oregon; Fullmer Latter, Local 222, Salt Lake City; George Sebestyen, Local 274, Phoenix; and Ed M. Lawson, Joint Council 36, Vancouver, B.C.

In his address to the Southern Conference, Teamster General President James R. Hoffa described the beginning of negotiations in freight in 1964 as perhaps the "most important question to face the International Brotherhood of Teamsters in 1964."

Altogether, some 450,000 members and 14,000 employers will be involved in the negotiations.

Hoffa said current contracts for all over-the-road and city cartage drivers, dock workers, mechanics, and related clerks will expire between February and September, 1964. "Nearly 90 per

cent of the projected contract already is uniform, as a result of careful negotiations over the past 40 months," Hoffa told the delegates.

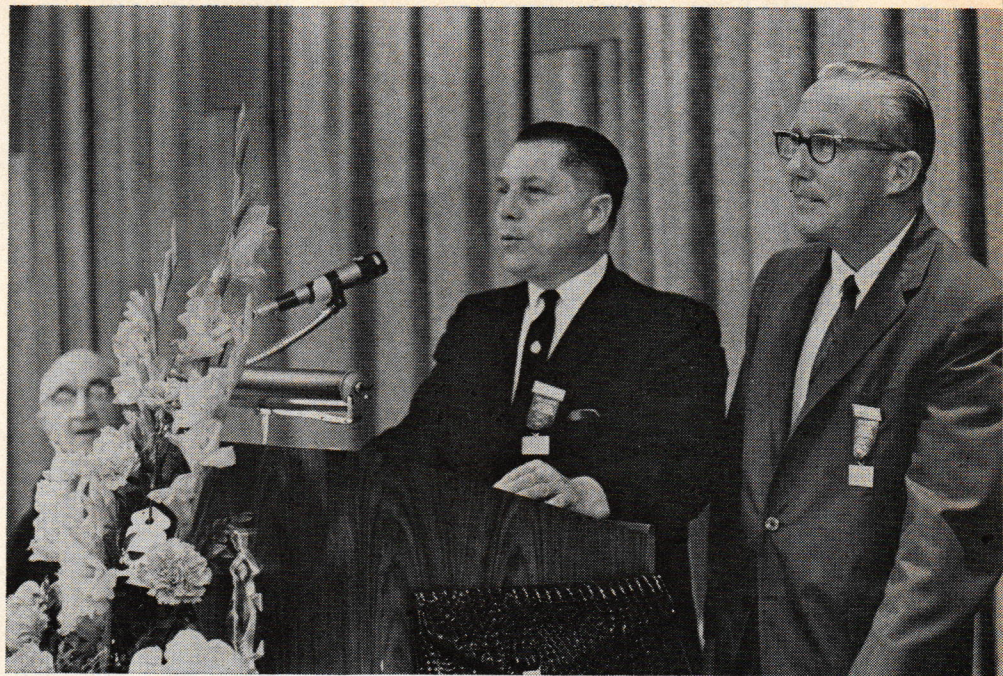
In fact, he said, three of the largest carriers suggested at a recent management meeting in Chicago that a national agreement, in effect, already exists, with few minor exceptions.

Calling the national agreement a prime necessity, Hoffa cited the rapidly changing nature of the transportation industry. He cited canal and barge traffic and air freight as awakening competition. Too, there is the every-present threat of increased rail competition aided by discriminatory legislation.

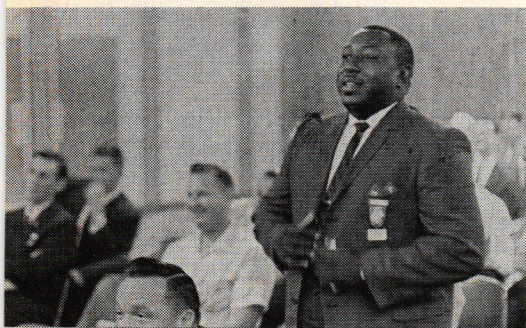
"There will be more truck mergers in the next five years as the result of competition than has occurred in the past 20 years. We are going to be dealing with giants."

Teamster Executive Vice President Harold J. Gibbons was the feature speaker at the Western Conference meeting in Los Angeles, and he told delegates from the 11 western states:

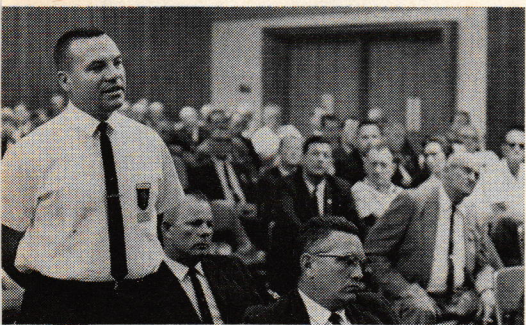
Einar O. Mohn, international union vice president, presided over the 25th meeting of the Western Conference of Teamsters in Los Angeles last month. Mohn was reappointed Western Conference chairman by Teamster General President James R. Hoffa.



Teamster President James R. Hoffa was the principal speaker at the Southern Conference of Teamsters in Dallas last month, where he appointed International Union Vice President Murray W. Miller (right) to serve another term as chairman of the Southern Conference.



Southern Conference Delegates participated in a discussion of the Union's 1964 goal of negotiating a national contract for over-the-road, local cartage, and dock jurisdiction.



Policy matters are thrown open for discussion to delegates attending the Southern Conference of Teamsters.

Conferences Support National Freight Contract

Support for the following resolution calling for a national contract in over-the-road, local cartage, and dock jurisdiction in 1964, was overwhelming at both the Southern and the Western Conference of Teamsters meetings held in July in Dallas and Los Angeles:

WHEREAS, the history of collective bargaining shows that members have obtained their greatest wage gains and fringe benefit improvements under area-wide bargaining backed by the combined bargaining strength of several local unions,

WHEREAS, area-wide agreements have tended to remove labor as a competitive factor in the employer's business, thus furthering the Teamster goal of equal pay for equal work regardless of the geographical area,

WHEREAS, area-wide agreements have helped smaller local unions to bargain with transcontinental carriers with the same strength as large metropolitan local unions, thus implementing the concept of unity and cooperation,

WHEREAS, many of our employers are transcontinental carriers traveling through the jurisdictions of several local unions and several conferences,

WHEREAS, the labor laws of the land make it impossible for unions to assist one another except when all are in a primary bargaining position,

BE IT THEREFORE RESOLVED, that the Southern Conference of Teamsters herewith go on record as in full approval of bargaining for a national contract in the over-the-road, local cartage, and dock jurisdiction in 1964.

Teamster General Secretary-Treasurer John F. English talks to Southern Conference delegates. Facing camera is Teamster General Organizer Joe Morgan.



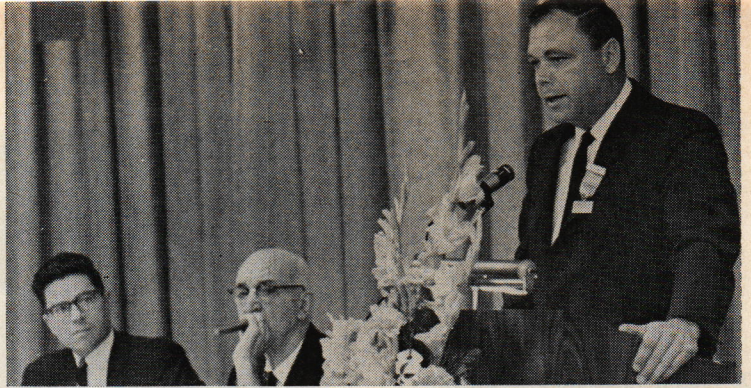
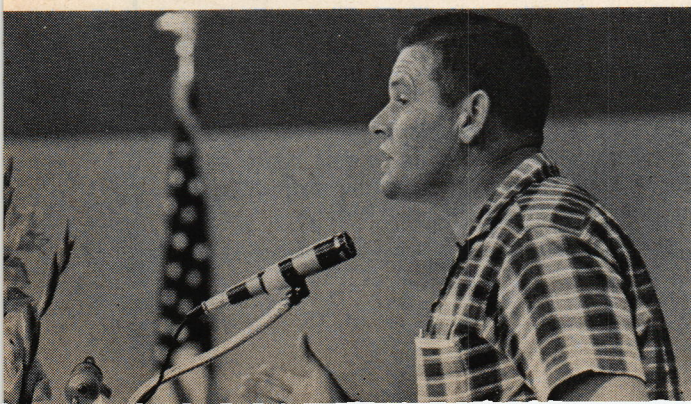
Number of delegates attending Southern Conference meeting indicates the conference's success in organizing the unorganized and increasing Teamster strength in the traditionally anti-union south.



Delegate below questions chairman of Southern Conference on matter of policy.



Ray Schafer, below, secretary-treasurer of San Antonio Local 657, one of the architects of the Crystal City victory, addresses delegates.



Thomas Owens, director of the Teamster national construction division, talks to Southern Conference delegates.



David Previant, left, chief labor counsel for the International Union, addressed Southern Conference delegates.

Juan Cornejo, below, recently elected mayor of Crystal City, Texas, told delegates of Teamster support for the civil rights of minority groups.



L. N. D. Wells, above, counsel for the Southern Conference of Teamsters, gives the legal report.

Ferguson Keathley, below, field representative of the national warehouse division, talks to Southern delegates on problems in the warehousing field.



Vice presidents, left, (left to right) Thomas Flynn, Murray W. Miller, Joseph Diviny, and John T. O'Brien, in huddle at Southern Conference meeting.

"Today, this International Union is in better shape than at any other time in its history. We are at the peak of our membership and more important we are still a growing international union."

Gibbons declared that in the area of organizing the unorganized the Teamsters lead the field. "Even though there are more than 170 international unions in this country, the Teamsters are on every fourth ballot in representation elections conducted by the National Labor Relations Board."

Reiterating President Hoffa's remarks to the Southern Conference, Gibbons told Western delegates that the scene is set for bargaining for the national agreement in freight in 1964 and that a large policy committee from freight local unions will gather in Washington, D.C., in August, for the purpose of drafting such a proposal for approval by the members and management.

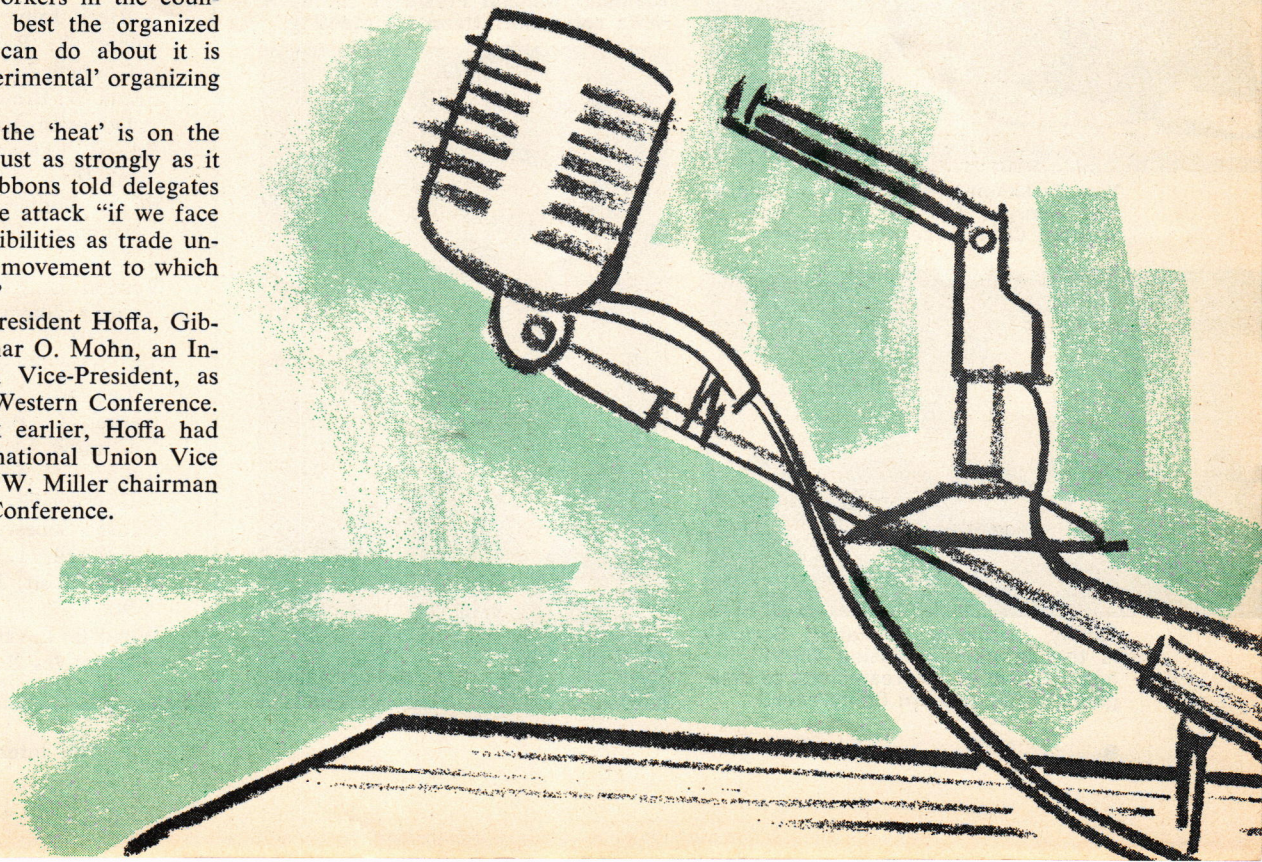
Gibbons then challenged the labor movement as a whole to get off dead center and move to the forefront of crusades in social areas to regain the respect of "those who have left us." He called upon the Teamsters Union to take up the responsibilities where the rest of the American labor movement has failed. "Take up some challenges of the days we live in," he declared.

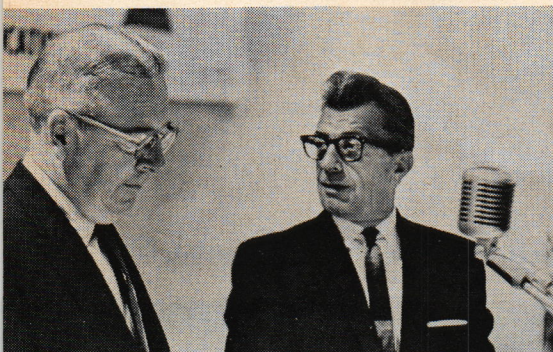
Gibbons called the huge pool of unemployment in our country a time bomb in our midsts, and decried the organized labor movement for being mute. He pointed to the huge mass of unorganized workers in the country, and said the best the organized labor movement can do about it is launch a few 'experimental' organizing drives.

Declaring that the 'heat' is on the Teamsters today just as strongly as it has ever been, Gibbons told delegates we can survive the attack "if we face up to our responsibilities as trade unionists in a labor movement to which we give meaning."

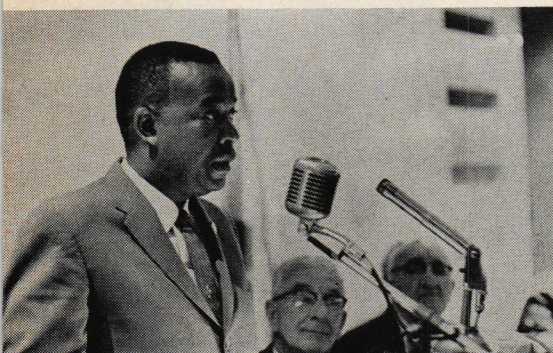
On behalf of President Hoffa, Gibbons renamed Einar O. Mohn, an International Union Vice-President, as chairman of the Western Conference. In Dallas a week earlier, Hoffa had reappointed International Union Vice President Murray W. Miller chairman of the Southern Conference.

Delegates to the 25th Western Conference of Teamsters fill the ballroom at a large Los Angeles hotel.

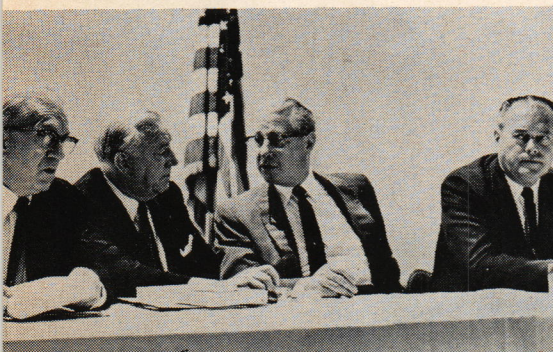




Western Conference Chairman Einar O. Mohn talks with Resolutions Committee Chairman Ted Merrill at Western Conference meeting.



Aaron Henry, Mississippi official of the National Association for the Advancement of Colored People, is a speaker at the Western Conference of Teamsters.



Vice Presidents Flynn, O'Brien, Diviny, and George Mock at head table at Western Conference of Teamsters.



Family Teamwork for Family Security is the banner advertising DRIVE, the political arm of the Teamsters, to delegates at the Western Conference.



General Secretary Treasurer John F. English was featured speaker at both Southern and Western Conference meetings.

Teamster Executive Vice President Harold J. Gibbons, below, was the principal speaker at the Western Conference of Teamsters where he told delegates that the state of the union was never better. Gibbons stepped in when Teamster General President James R. Hoffa could not attend the meeting.



Southern Conference Policy Committee

The Southern Conference of Teamsters, meeting July 15 through 17th in Dallas, Texas, elected the following policy committee.

Murray W. Miller, Chairman.
Ralph Dixon, Secretary-Treasurer.
W. W. Teague, of Local 444, Auburndale, Fla.
Charles D. Winters, Local 270, New Orleans.
Odell Smith, Local 878, Little Rock, Ark.
Weldon L. Mathis, Local 728, Atlanta, Ga.
Morris Alpert, Local 991, Mobile, Alabama.
William A. Test, Local 515, Chattanooga.
L. M. Hoover, Local 891, Jackson, Miss.
Perry S. Shryock, Local 523, Tulsa, Okla.

Western Conference Policy Committee

The Western Conference of Teamsters, meeting July 22 through 24th at Los Angeles, elected the following policy committee:

Einar O. Mohn, Director.
James F. Ward and Tony Ricci, Joint Council 7.
Robert L. Rampy, Joint Council 23.
Frank W. Brewster and Frank Donovan, Joint Council 28.
Ed. M. Lawson, Joint Council 36.
E. S. Benjamin and Floyd Mendenhall, Joint Council 37.
Vernon L. Pankey and Gerald A. Shearin, Joint Council 38.
Ted Merrill and George F. Leonard, Joint Council 42.
Herbert C. Bailey, Joint Council 54.
Fullmer H. Latter, Joint Council 67.
George Sebestyen, Joint Council 71.
Robert Scott, Joint Council 90.
Wendell L. Phillips, Representatives Retirement Plan.

Teamsters Hit JFK Rights Bill As Weak, Politically Inspired

Sidney Zagri, Teamster legislative and political education director, last month attacked the Kennedy Administration civil rights bill as giving too little protection to Negroes and too much 'discretionary' power to a politically motivated Attorney General.

Zagri, testifying before the House Judiciary Subcommittee, suggested that the best contribution Attorney General Bobbie Kennedy could make to bipartisan policy on civil rights would be to resign and devote full time to his brother's campaign for reelection to the White House.

Zagri said the proposed bills, H.R. 3139 and H.R. 7152, were inadequate and suggested:

"The Teamsters Union believes that the times call for a civil rights act more in keeping with the needs of the disenfranchised minorities than either the Administration or the Republican proposals.

Zagri declared the number one problem facing minority groups and Negroes is equal job opportunities and called for a massive attack on unemployment.

In an individual breakdown of sections of the Kennedy proposal, Zagri suggested:

1. Enforcement machinery for the Commission on Equal Employment Opportunity, and its divorce from political manipulation by the Administration.

2. Criminal penalties for enforcement of voting rights clauses of the bill, and more federal personnel to investigate and enforce voting rights clauses.

3. A time limit on local school board desegregation, along with independent action by the Attorney General when complainants are afraid by virtue of economic or physical coercion to come forward with their suit.

Teamsters and Latin Americans

"In South Texas, the Latin American people have problems that Negroes have in the South. We have job discrimination and violation of civil rights because we are Latin American and have Latin American surnames. We have found it easy to work with the Teamsters Union because in our part of the state, we find the Teamsters Union to be the only union completely integrated and completely free of any segregation." — *Albert Fuentes, state executive secretary of PASO, Political Association of Spanish Speaking Organizations, in testimony before the House judiciary subcommittee.*

Supplies for Greenwood Negroes



Teamsters Union members joined with Brandeis University students recently to help ship 4,500 pounds of food from Boston to destitute Negroes in Greenwood, Miss., where they have been discriminated against by public agencies because of political interest. Brandeis students skipped dinner one day and contributed enough money to buy canned fruits and vegetables, flour, rice, and sugar. Local Teamsters—as they have done elsewhere in the country—provided and drove the truck. Shown with some of the foodstuffs are (left to right): Brandeis student Abdul Ahmed; Arthur Harrington, Teamster Local 25 business agent; Sidney Kaye, grocer; Paul Murphy, secretary-treasurer of Teamster Local 829; student Doris Yaffe; Morton Tenzer, assistant dean of students, and Nicholas Morrissey, General Organizer and Teamsters Union New England representative.

4. Enforcement machinery for the proposed new Community Relations Service to be run by the federal government in an effort to iron out racial differences caused by discrimination.

5. Extension of the Civil Rights Commission life for four more years.

6. An end to the humiliation and embarrassment suffered by Negroes in the field of public accommodation by Federal requirement that public places be truly public—open to all.

The American Civil Liberties Union urged that the bill be strengthened to include a ban on job discrimination in private industry, and to make it possible to prosecute state and local police for brutality or for "turning their backs on brutality."

Supporting his contention that enforcement powers be mandatory, Zagri presented charts showing that Bobbie Kennedy has filed voting suits on behalf of Negroes in those districts where congressmen have not supported the Kennedy Administration, while other districts were bypassed so

as not to embarrass friends of the Kennedy Administration.

In support of his thesis that Bobbie Kennedy uses civil rights as a political football, Zagri declared:

"The Attorney General has been thought of as the politician of the Administration, and it is rumored that he will resign after the first of the year to assume his responsibilities in directing his brother's campaign.

Bi-Partisan Policy

"With all due respect to the Attorney General's position and his interest in the civil rights issue, may I humbly suggest that the greatest service he could perform in promoting a truly bi-partisan policy in this Congress on the issue of civil rights is public announcement that he will resign as Attorney General and assume the duties for which he seems to be so ideally suited."

It was graphically pointed out during Zagri's testimony that Attorney General Bobbie Kennedy has not even read civil rights proposals made by Republican congressmen.

Congressman William C. Cramer declared: "It was very strange to me, too, that he (Bobbie) hadn't studied these bills. . . . I was astonished."

Committee members were impressed with the record of non-discrimination the International Brotherhood of Teamsters has marked up over the years.

Uniformity

1. The Teamster union constitution prohibits discrimination in membership because of race, color or creed.

2. The Teamsters Union, through its non-partisan political arm, DRIVE, has assisted its minority group members in securing their political rights.

3. Teamster General President Hoffa has effectively eliminated regional differentials and established a uniform scale and a uniform grievance machinery, which has been uniformly applied to all members in every part of the country, whether they be White, Negro, Mexican or Indian.

Zagri pointed out that the Teamsters Union has over 200,000 Negro members, constituting 20 per cent of all Negroes in organized labor, many occupying skilled and semi-skilled jobs, protected under uniform seniority clauses enforced by grievance machinery uniformly applied.

Law Review Article Says Bobbie Abuses His Office

The vicious vendetta being carried on by United States Attorney General Robert Kennedy against Teamsters General President James R. Hoffa has never been more accurately assessed than in a recent article published in the University of California Law Review.

The article accuses Kennedy of abusing his office in an effort—for personal and political reasons—to "jail" Hoffa.

And although Kennedy's attempts so far have failed, the article further charges, he is by no means tossing in the towel; in fact he is now taking to trampling civil rights in his hysterical anti-Hoffa campaign.

THE AUTHOR OF the article, titled "Extracurricular Activities of the McClellan Committee," is Paul Jacobs, one of the leading labor authorities of America, who is a distinguished special instructor at the University of California's Institute of Industrial Relations and a staff member of the Center for the Study of Democratic Institutions.

"The bitter feud between Kennedy and Hoffa has been the subject of much discussion ever since it began in 1957," Jacobs states. "But the public discussion of it has tended, inevitably, to focus on the personalities of the two men who are involved, for they are each other's public and private 'bete noire.'"

"Because the dramatic interest in this personal conflict is intense, some larger issues have been obscured. One of these is the delineation of what limits should exist for the activities of a congressional committee *outside* its legislative and investigative role."

JACOBS WONDERs whether the committee, whose legal counsel in 1957 was Robert Kennedy, went beyond its limits "in both its conduct of the hearings and the involvement of its staff in extracurricular activities" during its investigation of the International Brotherhood of Teamsters and James R. Hoffa who was not yet General President when he incurred the wrath of Kennedy.

The McClellan Committee, Jacobs,

charges, has attempted by every possible method to make the IBT and Hoffa look bad to the public, even resorting to insinuation—rather than evidence—on occasion.

ONCE, JACOBS states "the (McClellan) committee was raising a great row about the spectre of an alliance between the Teamsters and the International Longshoremen's and Warehousemen's Union under Harry Bridges.

"Louis Goldblatt, secretary-treasurer of Bridges' union, was confronted at the hearings with evidence of his Communist youth (affiliation) in 1934 and Hoffa was questioned at length about the (possible IBT-ILWU) alliance. To further clinch this case against Hoffa, Kennedy pointed out that the ILWU had been expelled from the CIO for following the Communist Party line and that in contrast to the Teamsters, the east coast longshoremen had indignantly refused to be part of any deal with Bridges.

"However," Jacobs' article continues, "Kennedy neglected, at that time, to also point out to the committee that the east coast longshoremen he used as an example of political virtue had been expelled from the AFL-CIO for being dominated by racketeers at the very time they were expressing their righteous horror at the idea of being associated with Communists."

JACOBS quotes Teamster Attorney David Previant on ways and means Kennedy and the McClellan Committee tried to convince the public of the "guilt" of the IBT, Hoffa, and the officers and members.

"'We had,' the article quotes Previant, 'guilt by association, guilt by marriage, guilt by eating in the same chop house, guilt by the general counsel's amazement, guilt by somebody else taking the Fifth Amendment, guilt by somebody else refusing to testify.

"'But we think the "doozer" was the one that happened when the committee was taking testimony concerning a criminal case in which eight de-

endants were tried for eleven weeks, the jury was out only eight minutes and came in with the verdict of "not guilty." The police detective who helped prepare the case said the prosecution felt it was not a fair trial. The (McClellan) Committee nodded in sympathy and agreement. This is guilt by acquittal."

Jacobs makes no bones he believes Kennedy and the McClellan Committee overstepped their bounds.

"THERE CAN BE NO DOUBT," Jacobs states, "... That Robert Kennedy and the staff of the McClellan Committee played a noninvestigative, extracurricular role (1) in the fight against Hoffa within the Teamsters Union, and (2) in assisting the anti-Hoffa representatives on the court-appointed board of monitors in their attempt to use the board as a vehicle for ousting Hoffa and in trying to persuade workers to vote against the Teamsters in a labor board election."

From the moment of the first meeting between Hoffa and Kennedy, Jacobs charges, Kennedy took a dislike to Hoffa, a dislike that hardened into a hatred that has continued to this day.

Receives Award



Patrick Sullivan (right), president of Teamster Local 818 in New York City, recently received a high award from St. Edwards University of Austin, Tex. Brother Raymond Fleck, president of the university, is shown presenting the honor to Sullivan for his "high ethical standards in business and professional life."

"FROM THE START of Robert Kennedy's investigation of the Teamsters Union," Jacobs states, "he has been convinced that the union, under Hoffa's leadership, represents a 'conspiracy of evil,' and that the good of the country requires the jailing of Hoffa, if possible, and at least ousting him from the union presidency.

"Kennedy has been committed, openly and totally, to these two objectives.

"To accomplish these ends, Kennedy was willing to use the legal power of the (McClellan Committee) staff at his disposal for a congressional committee to assist the anti-Hoffa Teamsters in their private lawsuit to prevent the 1957 union convention from being held.

"Kennedy believed that the convention had been rigged for the purpose of electing Hoffa.

"This has been disputed by Solicitor General Archibald Cox, who said, in 1959, 'apparently there were widespread violations of the (IBT) constitution and bylaws of the International Brotherhood of Teamsters in the choice of delegates for the 1957 convention, but many of them were technical and no one seriously believes that the majority of the members desired a different president.'"

No one, that is, except Robert Kennedy.

The article by Jacobs is particularly impressive in that Jacobs makes it clear he is not a supporter of Hoffa or the International Brotherhood of Teamsters.

In fact, Jacobs states, "Jimmy Hoffa and the Teamsters Union are the antithesis of what I believe a union leader and a union ought to be. But my feelings about Hoffa are only important insofar as they affect what I write about him.

"Robert Kennedy's behavior toward Hoffa is of far greater significance, for Kennedy is not a private citizen—he is a public servant, and what he does about Hoffa involves not only himself, but the very Government itself. As staff counsel for the McClellan Committee and as Attorney General, he acts in a public capacity in

the name of every citizen. As a result he is open to judgment about *how* he exercises that responsibility.

"The Kennedy-Hoffa feud has many political and moral dimensions which need examination, but it seems clear to me that the McClellan Committee . . . (on occasions) . . . went far beyond the committee's specific mandate and the general mandate of congressional committees.

"The evidence demonstrates to me that the committee and its staff, under Robert Kennedy's direction, trespassed heavily upon the rights of Hoffa and the union.

"It is a cliché and a truism that the most important civil rights are those of our enemies—of the people with whom we disagree.

"And so," Jacobs' article concludes, "although I have nothing in common with Hoffa, the union leader, Hoffa, the citizen, is me. His rights are the same as mine and require the same protection."

Pioneer Retires



Dick English, a founding member of Teamster Local 464 in Vancouver, B. C., and a veteran worker in the dairy industry, retired recently after nearly a half-century on the job. English recalled the 7-day, 80-hour week of nearly 50 years ago. He said there was a strike in 1915 for an increase of \$2 per month and a 6-day week—but the strike was lost and the "union" of the moment was broken. Later, the Teamsters organized and wages, hours, and conditions soon improved.

Jacobs Says Forced Arbitration Is Impossible in a Free Society

"Compulsory arbitration of industrial disputes does not resolve disputes; it merely seeks to impose a truce upon the combatants. But either the need for such truces must be understood and accepted, or the state must have the police power to enforce them. A society that forces men to work by use of police power cannot be called free."

Those are the words of Paul Jacobs in a pamphlet released recently by the Center for the Study of Democratic Institutions. The pamphlet is called, "Old Before Its Time: Collective Bargaining at 28."

Says Jacobs of compulsory arbitration:

"Until recently the right to strike has always been considered an essential part of collective bargaining. Now, public sanction of stoppages is being withdrawn, and the concept of compulsory arbitration seems to be growing as the popular cure-all."

"There is grave danger, in fact, that shortened tempers and heightened political pressures will push Congress into considering compulsory arbitration as an instrument for preventing strikes. Quite apart from the important policy questions that a pro-

hibition against strikes raises for a free society, and quite apart from the fact that forbidding strikes may make second class citizens of the workers in the affected industry, another consideration must be taken into account: it is impossible to carry out such a policy in America.

"All the experience in this country indicates that compulsory arbitration succeeds only when the parties to the dispute would be disposed to agree without it. Union members can always find other ways than the formal, legal strike for achieving their purposes even over the opposition of their leaders.

"If they are sufficiently ingenious, they can always slow down operations legally, and if this is done by enough employees it will have the same effect as an actual strike. Compulsory arbitration of industrial disputes does not resolve disputes; it merely seeks to impose a truce upon the combatants. But either the need for such truces must be understood and accepted, or the state must have the police power to enforce them. A society that forces men to work by use of police power cannot be called free.

"No sharper illustration of the gaps

in public knowledge about unions can be found than in the fondness presently being expressed for compulsory arbitration. If new methods must be developed for maintaining industrial justice, a widening of public knowledge about unions and their functions is essential."

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NLRB Upholds Denver Dairy Local

The National Labor Relations Board decides that employees of a Colorado dairy cooperative association's eastern division constitute an appropriate unit for collective bargaining, including owner-drivers who operate under contract with the employer.

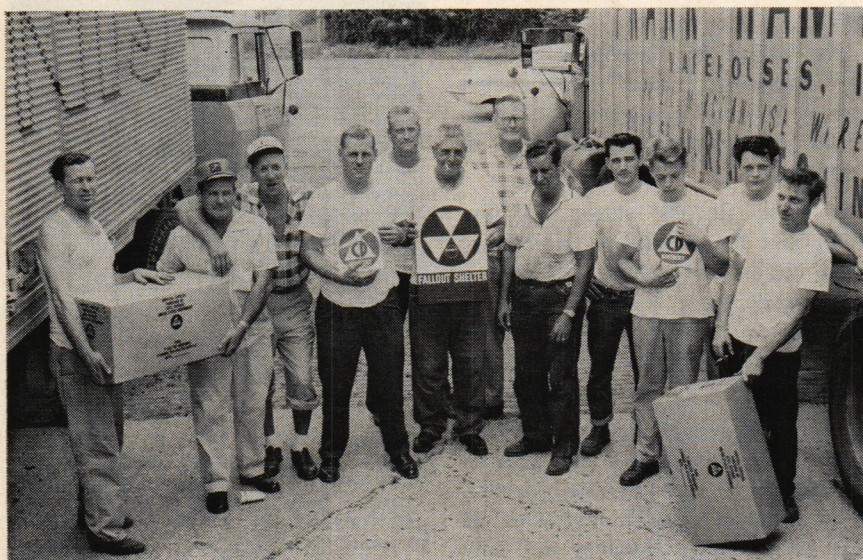
Inter - Mountain Dairymen, Inc., Colorado Springs, Colo., a successor to two dairy cooperatives, operates eastern and western divisions separated by the Continental Divide. Formerly, separate cooperatives handled each division.

Teamsters' Local 537 petitioned the Board to hold a representation election among salaried drivers employed in Inter-Mountain's eastern division. It would exclude the owner-drivers in the eastern division as well as employees operating out of the employer's western division.

Inter - Mountain contended that the appropriate unit should include all drivers, both salaried and owner-drivers, operating out of both divisions.

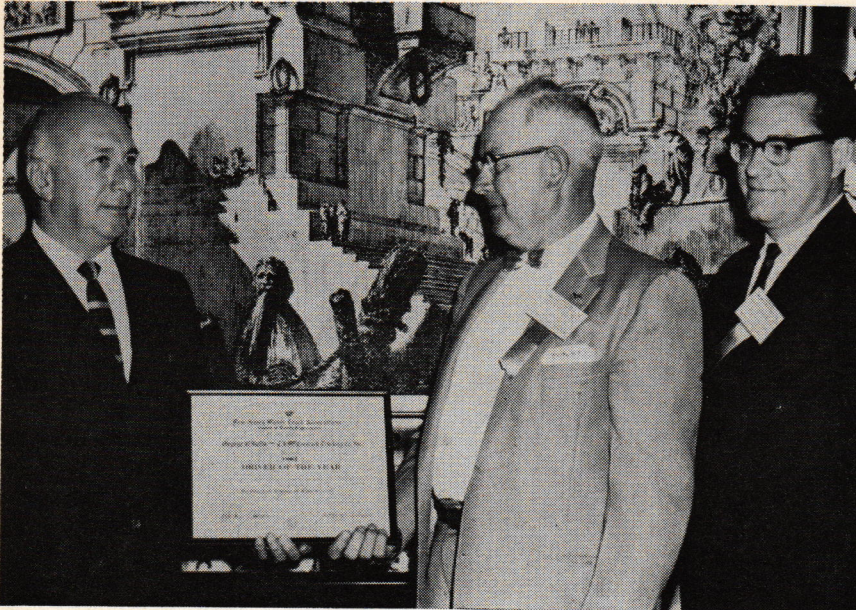
Each division is largely autonomous in its daily operations. Little if any interchange of employees takes place between the divisions, and there is a substantial geographic separation between the trucking routes.

Cincinnati Operation Survival



Shown here are a few of the 35 members of Teamster Local 100 who volunteered to help move Civil Defense supplies from a warehouse north of Cincinnati to a Northern Kentucky depository. The Teamsters put in a couple of 8-hour days moving material valued at \$25,000 to serve 35,000 Fallout Shelter occupants.

Jersey Driver of Year



George D. Kells (center) of Woodbridge, N. J., and a long-time member of Teamster Local 660, recently was named the best truck driver of 1962 by the New Jersey Motor Truck Assn. The 61-year-old Kells was cited for 32 years of driving over 725,000 miles with only one chargeable accident involving a slight property damage. Shown with Kells are Jacob Harris (left), executive officer of the New Jersey state police, and James Baldwin (right), terminal manager for Kells' employer, T. I. McCormick Co. Kells' local union honored him with a gold pin, savings bond, and a gift.

• Campbell Soup Pact

Some 1,200 members of Teamster Local 228 employed by Campbell Soup's Sacramento, Calif., plant recently ratified a new agreement providing pay increases ranging from 5.5 to 9 cents an hour.

The 1-year agreement calls for a top wage scale of \$3.53 an hour and also provides for a general improvement in fringe benefits, along with a company-paid \$500 life insurance policy for all retirees.

• Drug Warehousemen

Some 250 members of Teamster Local 130 in Seattle recently ratified a new 37-month agreement with wholesale drug and floor-covering firms in the northwest city.

Harlan Davis, Local 130 secretary-treasurer, said the members gained a 30-cent hourly gain over the life of the contract, including a 5-cent increase in payments to the pension fund.

• Dallas Cabbies Join

Taxi drivers in Dallas, Tex., favored representation by the Interna-

tional Brotherhood of Teamsters, in a recent National Labor Relations Board election.

The NLRB ruled only a single ballot void after eight votes were challenged on grounds of eligibility.

• \$20,000 in Back Pay

Teamster Local 315 officials in Martinez, Calif., recently collected some \$20,000 in back pay from employers who were not paying contract scales.

Richard Simon, Local 315 secretary-treasurer, initiated an investigation of employers after hearing complaints that members were being underpaid.

Simon, aided by Business Agent Ben Sharpstein, discovered that a tire company owed 15 members a total of \$13,046; a transportation firm owed four members \$1,350 apiece in back pay; a trucking company branch office owed three members \$507, and a business association owed another member \$300.

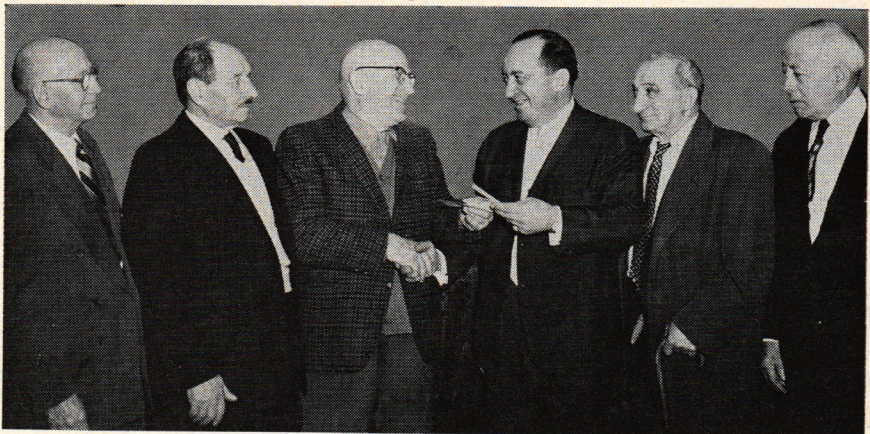
• B.C. Dairy Workers

Dairy workers in Vancouver, B. C., accepted a 2-year contract with fluid milk dealers and narrowly avoided going out on their first strike since the local union was founded in 1919.

Ben McCrone, secretary-treasurer of Local 464, said that while all the contract demands were not met that the Vancouver dairy workers still had the best agreement in Canada in his opinion.

The new contract provided for a 15-cent hourly wage increase over a 2-year period. Sick leave benefits were included in the contract language for the first time.

Liberalized Pension



Teamster Local 27 Secretary-Treasurer Pat Crapanzano (third from right) gets a hearty handshake from Louis Goldik and other union retirees as they get their first checks under a liberalized pension plan. Not only does the negotiated plan retire members with \$150 monthly after 25 years of service regardless of age, but it adds an additional \$30 to \$50 monthly to the pension envelopes of 144 old-timers already on Local 27's retirement rolls. Left to right, Thomas Pizzo, Samuel Klein, Goldik and Crapanzano, Harry Heier and Morris Pessin.

• Western Freight

Cost-of-living increases that went into effect July 1 for Teamster affiliates coming under the Western Master Freight Division Agreement were divided—following accord between the union and the employers—so that three-fourths of the increase will be applied to wages and the remainder to Health and Welfare premiums.

The cost-of-living increase amounted to 4 cents per hour and 1 mill per mile.

The division meant that all hourly rates in all Western Master Freight Division contracts were increased 3 cents an hour effective the first pay period on or after July 1.

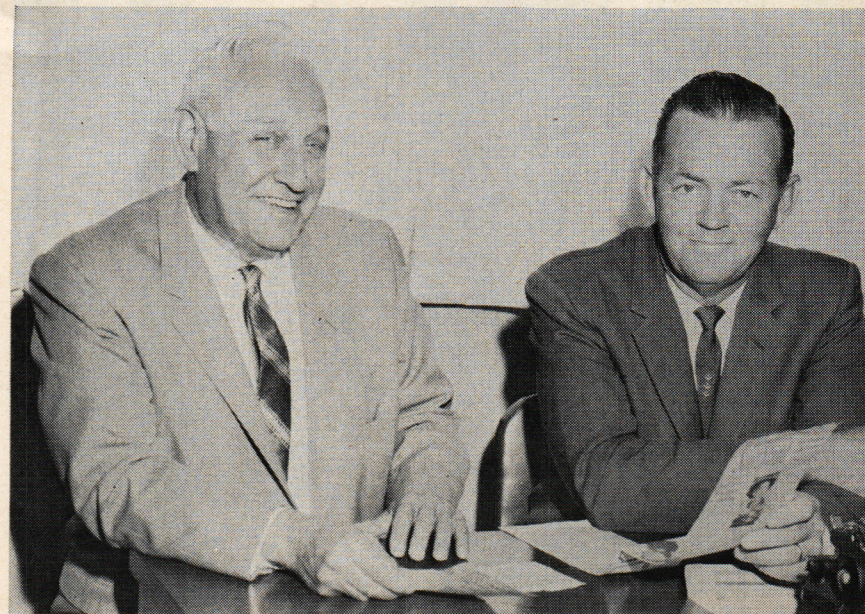
Also, all single man mileage rates were increased .075 mill per mile effective at the same time.

The cost-of-living increases were in addition to the contractual wage gains effective July 1.

• Embalmer Contract

Seventy new embalmer members of Teamster Local 154 in Seattle have ratified a work agreement calling for sizeable increases in the next three years.

The contract provided for \$5 a week gain in the first year along with 5 cents on the pension and \$17.85 health and welfare; in the second year, another \$5 weekly gain plus an additional \$2.50 at mid-year; in the third year, the same pay increase as in the second year with an additional 10



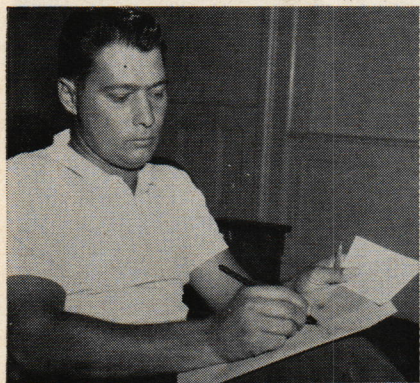
When Dewey Fox (left) retired from his milk route in Glendale, Calif., recently, customers pulled a surprise party to which Dewey was lured by a delivery of orange juice. When notice of the party hit the newspapers, Dewey received wires and communications from former customers from as far away as the East Coast. He is shown here reading his press clippings with Jim Prange, business representative of Teamster Retail Milk Drivers Local 441.

cents on the pension.

Don Ellis, Local 154 secretary-treasurer, said the agreement also included improved vacation language along with other benefits.

The embalmers were formerly members of Local 18189 of the AFL-CIO Embalmers Union. They voted to go Teamster by an overwhelming majority last spring.

Art Hobbyist



Eugene J. Brown, a 9-year member of Teamster Local 270 in New Orleans and holder of an outstanding safety record as a driver, works at drawing as a hobby. Brown made sketches advertising the Louisiana Safe-Driving Rodeo last year. When not driving or drawing, Brown acts as a union steward.

Hoffa Vindicated

Lily whites were aghast last April 1 when Teamsters Union General President James R. Hoffa asserted in a nationally-televised interview that "life is a jungle."

In the following days, editorial writers, columnists and cartoonists across the country jumped onto Hoffa's remark.

They castigated the Teamster leader at every turn for failing to worship the "rugged individualism" and "laissez faire" aspects of the free enterprise system. Instead, Hoffa had said, life was a much more basic struggle than most people were willing to admit.

Now a liberal publication has lent support to Hoffa's commentary.

The June 1-8, 1963, issue of The Nation magazine carried an article entitled, "The Corrupt Society—A Journalist's Guide to the Profit Ethic," in which the "jungle" was mentioned often.

At one point, the article discussed the collapse of corporate ethics as illustrated in the electrical price-fixing scandal, and commented:

"The battle for the heights of corporate power leads to the kind of suave, Organization Man throat-cutting that is as lethal to careers as the lash of a jungle cat's extended claws to a beast of prey."

In another section, the article read: "He (the average American) knows that the corporate world has become a dog-eat-dog jungle, its only ethics to be found in the answer to the question: Does it make a profit?"

And in a concluding section, the article read: "The preceding pages present an appalling picture of a society operating, not in a sea of ethics, but in the morass of the jungle."

Michigan Members: Attention

Dear Brothers:

Throughout the glorious history of our country, Americans have learned that Teamsters are always ready and willing to come to the assistance of those who need help.

This tradition has been nourished by the countless good deeds performed by Teamsters on the roads and highways of our country.

It has been fostered by the active support given by Teamsters to charitable causes in their own communities—causes that support life-giving and life-saving services to our community; causes which directly benefit our own families and ourselves.

This year at the time of your United Fund's appeal, the officers of the International Brotherhood of Teamsters strongly endorse these great campaigns.

Your officers and fellow Teamsters support the United Way of Giving, because it benefits the giver and the receiver alike. The United Way is the Teamsters' way, because it means efficiency, economy and common sense.

It means that more people benefit from your contribution than in any other way.

It also means that crippled and afflicted youngsters, lonely and forsaken old folks, and those neighbors of yours in every age group receive benefits when you give.

The United Fund provides health care for children; shelter for the aged; character-building programs for all of our kids and assistance to troubled families. Your United gift also helps finance research into the most dreaded killing and crippling diseases that still baffle medical science.

I strongly urge that you give your fair share wholeheartedly to this worthy cause in your community.

Fraternally yours,
James R. Hoffa
President

Teamster Heroism Honored

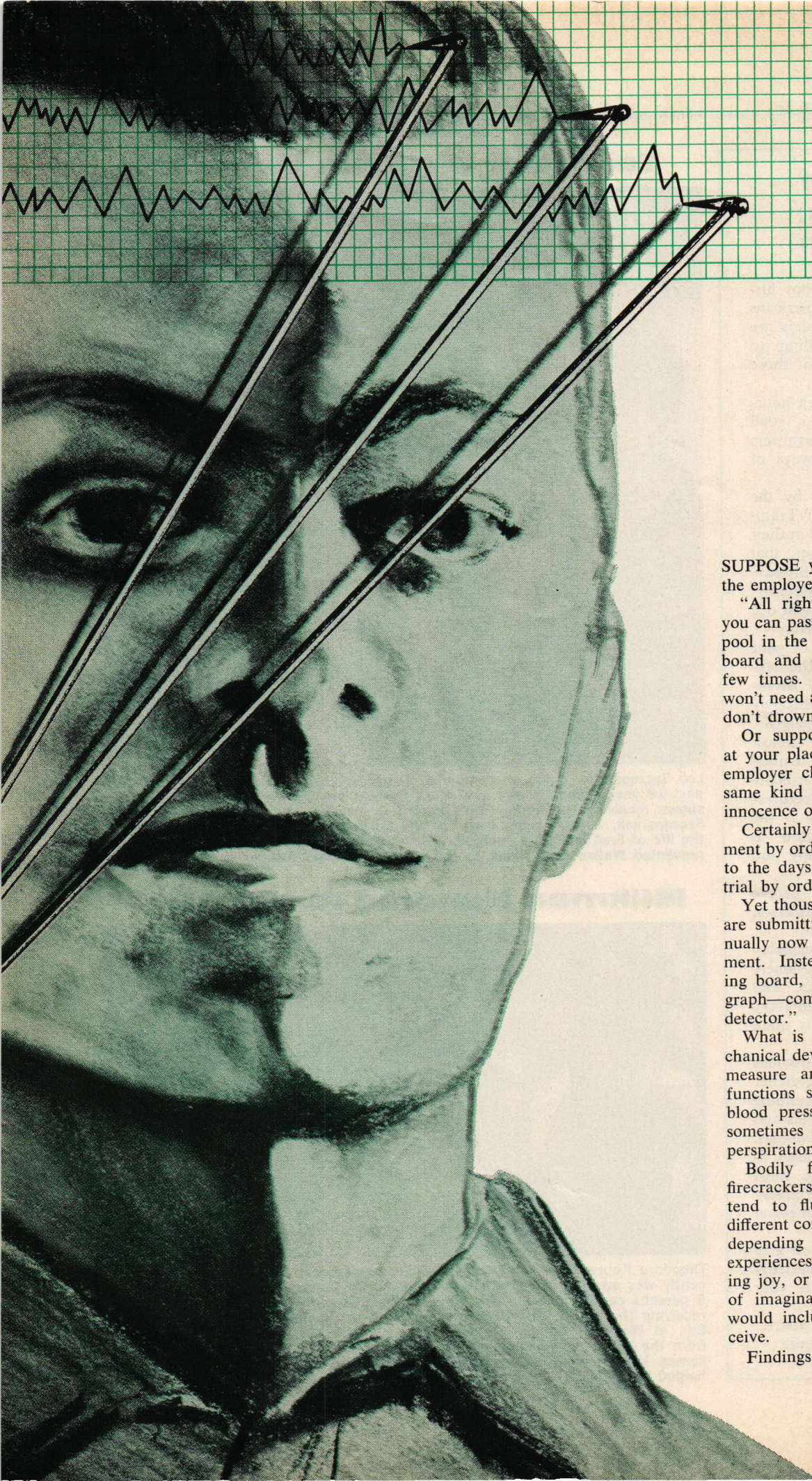


Leo Szczepaniak (right), a member of Teamster Local 835 in Gary, Ind., for the past 18 years, recently was awarded a Pasteur bronze medal for heroism and is shown receiving the honor from Edward C. Dowling, mayor of Hammond, Ind. Szczepaniak, a retail route man for The Borden Co., in Hammond, twice saved the life of Fred Walker, a customer. Szczepaniak's quick action in both instances prevented Walker from dying as the result of strokes suffered in his home.

Milkman Honored for Heroism



Theodore Koppe (right), a member of Teamster Local 446 in Wausau, Wis., recently was awarded a Pasteur bronze medal for heroism as a result of rescuing 6 persons caught in a burning home at Wausau last February. Koppe is shown receiving the award from George H. Stueber, Jr., secretary of the Stueber Dairy Co., of Wausau. Koppe, a retail route man for Stueber, saw smoke pouring from the second-story window of a home on his route. Flames and smoke prevented the family from reaching the first floor. Koppe obtained a ladder and helped the family to safety before city firemen arrived on the scene.



SUPPOSE you applied for a job and the employer said:

"All right. You've got the job if you can pass the test. We've got a big pool in the back. We strap you to a board and dunk you in the water a few times. If you drown, well, you won't need a job then, anyway. If you don't drown, the job's yours."

Or suppose something was stolen at your place of employment and the employer challenged you to take the same kind of test to determine your innocence or guilt. Would you do it?

Certainly not. It would be employment by ordeal, harking back centuries to the days when men actually stood trial by ordeal.

Yet thousands of American workers are submitting to such an ordeal annually now as a condition of employment. Instead of water and a dunking board, the employers use a polygraph—commonly known as a "lie detector."

What is a polygraph? It is a mechanical device used to simultaneously measure and record various bodily functions such as heartbeat, relative blood pressure, respiration rate, and sometimes skin resistance (degrees of perspiration).

Bodily functions, like short-fused firecrackers, are unpredictable. They tend to fluctuate abnormally under different conditions for different people depending upon whether the person experiences extreme fear or exhilarating joy, or indulges in fanciful flights of imagination. The latter category would include attempts to lie or deceive.

Findings of a polygraph, when used

"LIE DETECTOR" ACCURACY, MORALITY CHALLENGED AS PERSONNEL TOOL

in the lie detection sense, must be interpreted by the operator of the machine. Polygraphs fail miserably, incidentally, when matched against the pathological liar who sincerely believes he is telling the truth in any question-and-answer sequence.

Polygraphs are so fallible that the National Board of Polygraph Examiners — now extinct — significantly avoided mentioning reliability of the machine when trying to establish a code of standards several years ago.

Employer Tool

Use of the polygraph as a personnel tool has mushroomed in the past decade. There are an estimated 500 "lie detection" companies operating in major cities across the country today. They frankly cater to employers.

With the word "Truth" often in their company names, the polygraphers make all sorts of high accuracy claims. They propose to reduce losses from "employee abuses" by promising "inventory shortage control." They offer to "screen" employees for "hiring and advancement," and so on.

The entire approach of the polygraph purveyors to the labor-management relationship is one of providing a service for management and a disservice for labor. In fact, in recent years the polygraph has been wielded increasingly as a weapon against unionism.

A current unfair labor practices case involving Teamster Local 968 in Houston, Tex., was reported in the Houston *Chronicle* daily newspaper in the following manner:

"Teamsters Local 968 has charged that the Lone Star Co., a liquor whole-

saler, and Truth Verification, Inc., a polygraph testing firm, 'plotted to fabricate pretexts for discharging Lone Star's union employees.'"

The union charged further that nine employees discharged as "security risks" after taking tests Jan. 15 were actually fired because they were union members; also that Lone Star fired two

other workers and a supervisor because they failed to help combat the union; and finally, that the company "refused to recognize and bargain with the union."

A Local 968 spokesman told *The International Teamster* that Lone Star administered the lie detector tests the same day the company received a

States Recognize Polygraph Immorality

State governments have begun to recognize the immorality of using the polygraph to determine conditions of employment.

Oregon Gov. Mark Hatfield this summer signed into law the following Act:

"Section 1—No person, or agent or representative of such person, shall require, as a condition for employment or continuation of employment, any person or employee to take a polygraph test or any form of a so-called lie detector test; Section 2—Violation of section 1 of this Act is punishable upon conviction, by a fine of not more than \$500 or imprisonment in the county jail for not more than one year, or by both."

California Gov. Edmund Brown has signed a polygraph bill passed by the state assembly. The measure resembles Oregon's new law in all respects with the exception that local, state, and federal law enforcement agencies are excluded from coverage.

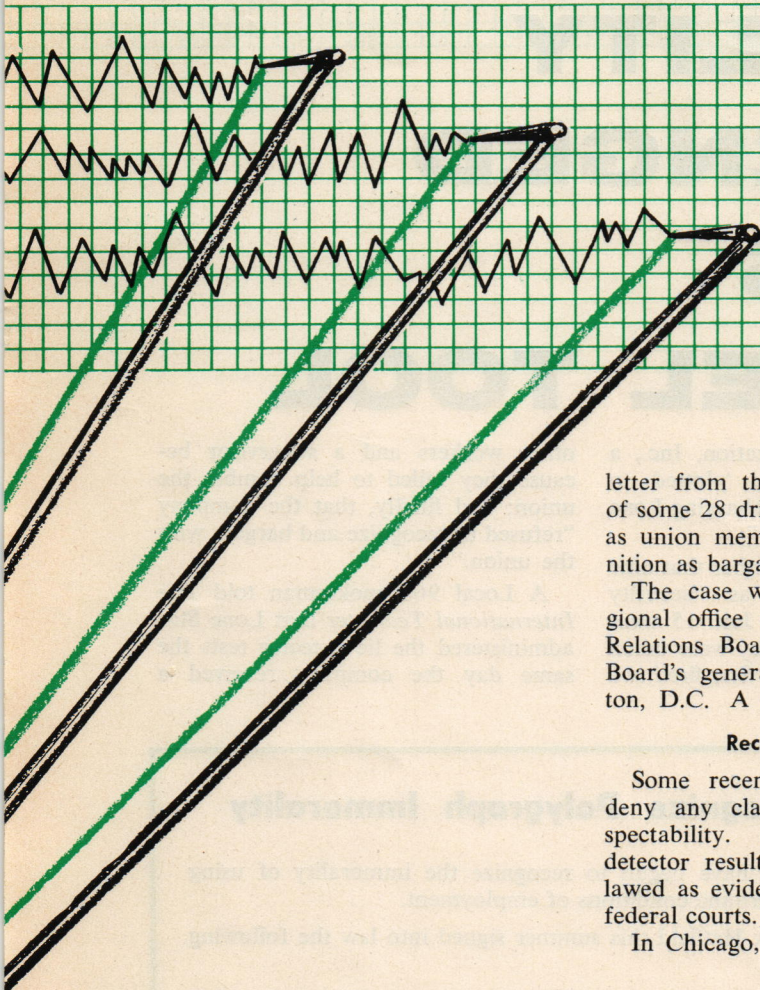
The State of Massachusetts has had a law since 1959 prohibiting employers from subjecting any employee to a polygraph test. A pending amendment under consideration would prohibit employers from polygraphing job applicants also, but would exclude law enforcement agencies.

There are other states, however, that take different views.

New York Gov. Nelson Rockefeller this summer vetoed a bill providing for licensing of lie detector examiners and regulation of polygraph testing in the state. Last year, Rockefeller vetoed a bill that would have made it unlawful for an employer to require an employee to submit to a polygraph test as a condition of keeping his job.

"Suspicion always haunts the guilty mind"

SHAKESPEARE



letter from the Teamsters, listing 18 of some 28 drivers and warehousemen as union members and asking recognition as bargaining agent.

The case was so hot that the regional office of the National Labor Relations Board forwarded it to the Board's general counsel in Washington, D.C. A decision is pending.

Recent Decisions

Some recent arbitration decisions deny any claims for polygraph respectability. (Interpretations of lie detector results have long been outlawed as evidence in local, state, and federal courts.)

In Chicago, an arbitrator held that

the discharge of a member of Teamster Local 743 for refusal to take a polygraph examination was not for proper cause under terms of the union contract. The agreement gave the employer the right to discharge for "just cause."

In this instance, the worker had pledged in advance of his hiring that he would submit to a "lie detector" test whenever requested to do so by his employer, Lag Drug Co. The arbitrator said such a pledge constituted a "clear invasion of the collective bargaining rights of the union."

As part of his decision, the arbitrator noted that "the great weight of both arbitration and legal authority is opposed to the use of lie detector results as competent evidence."

In Indiana recently, an arbitrator ruled that four members of the United Packinghouse Workers were not insubordinate when they refused to submit to polygraph tests in connection with the disappearance of meat from a warehouse. The workers were fired by the management of Town & Country Food Co., in Ft. Wayne. The arbitration decision, as in the Teamster case, reinstated the employees with back pay.

Discriminatory Use

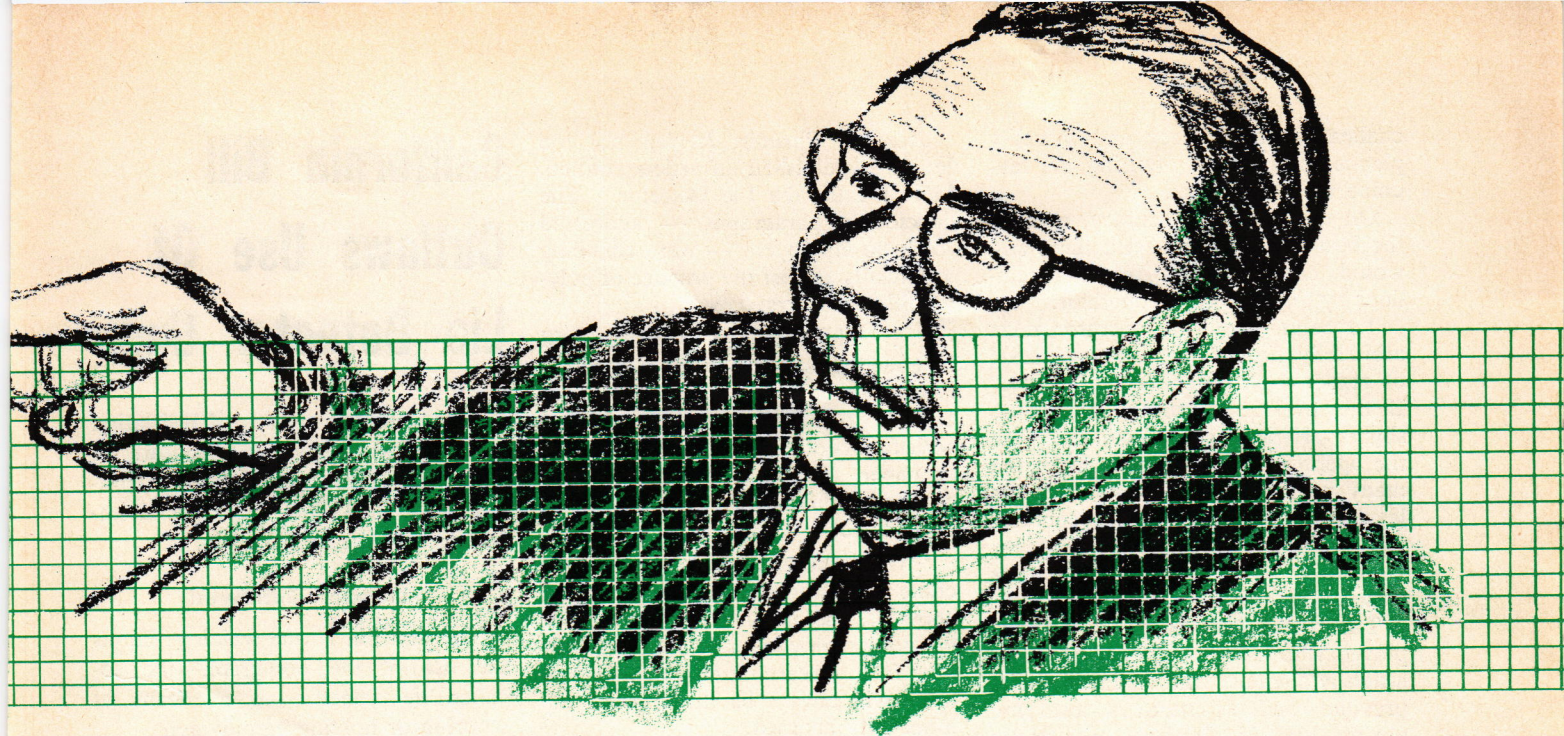
One seldom discussed aspect of the polygraph question concerns a significant discrimination between employers and employees. There is the double assumption that owners-managers are above lie detection testing, that only workers should submit to the polygraph.

A really frightening example of this

Join in Building Dedication



It was a happy occasion as these well-known Teamsters got together to help dedicate a new headquarters building recently for Teamster Local 406 in Grand Rapids, Mich. (left to right): International Vice President Frank Fitzsimmons; Patrick E. Mackey, Local 406 secretary-treasurer; General President James R. Hoffa; Lee Haney, Local 406 president, and Bobby Holmes, president of Teamster Local 337 in Detroit.



attitude developed during investigation into the mysterious disappearance of \$7.5 million in U.S. securities from a Federal Reserve Bank vault in San Francisco.

The bonds vanished in the late spring of 1962. They were never recovered. Nearly a year later, a special subcommittee of the House Committee on Banking and Currency held a hearing on the case.

The subcommittee's subsequent report described the securities investigation as "inadequate." Atop page 14 of the report, it was noted that "the Secret Service placed an inordinate reliance on lie detector tests given to 18 employees." Yet—"Neither the auditors, who had been in the vault between May 15 and the time that the loss was discovered, nor any of the (bank) officers were given the lie detector test."

It was concluded that the missing government bonds were burned accidentally along with waste paper. The question remained, nevertheless: Was it proper for 18 employees to suffer the polygraph indignity?

An important survey currently underway is the result of the polygraph popping up in the recent TFX controversy. McClellan investigators wanted to give lie detector tests to several Department of Defense officials. The executives refused to submit to the tests.

Congressman Cornelius E. Gallagher, New Jersey Democrat, was aghast at the gestapo-like plans for the polygraph in government. He called for a survey to determine the extent of

polygraph utilization by federal agencies. He said:

"I proposed the study because of my grave concern that the polygraph may be in common use in federal agencies. Only (recently) it was reliably reported the Defense Department owns 440 lie detectors and employs 560 polygraph experts."

Gallagher said he understood that several federal agencies required all job applicants to undergo polygraph examinations. He said that while such tests might be appropriate for security reasons, "I think we should find out if they actually are necessary."

The study was assigned to the

Foreign Operations and Government Information Subcommittee headed by Rep. John E. Moss (D-Calif.).

The subcommittee soon distributed a questionnaire to all federal agencies inquiring into the manner, extent, and costs of polygraph usage. It also wanted to know the qualifications and training of polygraph operators, and whether the rights of individuals taking such tests were safeguarded. The survey, first of its kind, is expected to be completed by the end of the summer.

Inasmuch as polygraphic measurements are invalid and results of polygraph tests are not reliable, the twin

Canadian Teamsters' New Home



Teamster Local Unions 19 and 514 recently moved into new headquarters along with several other unions in Edmonton, Alberta. A new Union Centre was constructed by Edmonton Labour Temple, Ltd., for unions in the area. Duke Parrish of Teamster Local 514 commented on the move, saying: "We of the Teamsters are in the House of Labor here despite our image being somewhat distorted by an attorney general across the line." He called the new Union Centre "a beacon for progressive thought" in the Province of Alberta.

challenges of accuracy and morality plague the practice of using the machine to detect liars.

On the point of accuracy, even in the best of all possible test there still would be differences in interpretations by any polygraph operator.

To begin with, the operator must arbitrarily decide that a certain level of response shall register as "guilty." If the level is set so low that even slight variations are considered, then the operator will incorrectly judge too many persons to be "guilty." If the level is set too high, then the operator will overlook many "guilty" suspects.

Who is to accurately adjust this electronic symbol of witchcraft?

The moral issue is clear. An employee who submits to trial by polygraph is obviously the victim of social pressure and as such is testifying against himself. Without ever really knowing why, he may find himself adjudged guilty of certain tendencies despite not having committed an illegal act. Further, the employee has no defense against the polygraph operator's report, since it is not available to him, and he has no rights in the entire procedure.

Harvard Business Review not too long ago published an article entitled, "Don't Trust the Lie Detector." The concluding paragraphs — addressed solely to employers — were clinching arguments against the practice of polygraphing workers:

"... The polygraphic method will be effective only as long as people believe it is a real 'lie detector,' and confess their guilt when confronted with fancy-looking squiggles on chart-paper. But it is going to be increasingly difficult to delude them in this respect.

"While those who 'beat' the machine naturally are not going to brag about it, the inherent weaknesses of the polygraph cannot be concealed for long from discerning employees. And there will always be the cries of the innocently accused.

"Management has other ways of gaining information about employees — tests, questionnaires, interviews, and probably best of all, firsthand observation of performance. These ways may be slower and more time-consuming, but in the long run, they are still the best a company can use."

California Bill Outlaws Use Of Lie Detector Units

Two important pieces of legislation have passed the state legislature in California, bills sponsored by Teamsters and bills which had special importance to organized labor.

Gadget Outlawed

The first bill is one which prohibits the use of the polygraph—the so-called lie detector—as a means of securing or holding employment.

Organized labor has long been opposed to the lie detector which labor and all civil liberty groups consider to be nothing more than a gadget whose effectiveness is entirely dependent upon the whims of the operator.

Providing hysterical opposition to passage of the bill were polygraph associations and lie detector firms which have sprung up across the country as employers swung to the detector in employee relations.

Unreliable

Testimony before the assembly discredited the polygraph as unreliable; could be used for fishing expeditions; is an unfair practice; evidence obtained by polygraph is not admissible as evidence in court; and use of the polygraph in labor relations introduces a new cause for labor strife.

The polygraph bill was signed into law by Governor Pat Brown.

The second bill, which still must clear the California state senate is aimed at gypsy truckers operating in the gray area of unregulated transportation and posing a competitive threat to regulated common carriers.

Unfair Competition

The bill was introduced in the California assembly with the preface that most legitimate highway carriers with regulated rate structure are prohibited by law from competing price-wise with unregulated competitors. The result is that the legitimate carrier is being slowly priced out of the market in some areas.

Louisiana Teamsters Win Awards



Here's an even dozen members of Teamster Local 270 in New Orleans who captured championships in various categories in the Louisiana safe-driving truck Rodeo recently. Shown (left to right) are: Sitting—J. L. Humphrey, Certice Corley, Jack Moser, E. Freshno; kneeling—Albert Richard, Sal Liberto, Joe Chiasson, Claude Porche; standing—W. J. Cunningham, Joseph Hart, Sr., Clifford Galloway, Edward Barr. It was Cunningham, incidentally, who was named Louisiana's Driver of the Year for 1962.

Student Congressional Aides Impressed by Hoffa's Lecture

A NO-HOLDS-BARRED meeting with General President James R. Hoffa highlighted the summer for more than 200 college students working as part-time office aides to Congressmen in the nation's capital.

Hoffa took time in the midst of a busy schedule to see the students when they asked him for the visit at the headquarters of the International Brotherhood of Teamsters.

It was the first day of August—a hot, muggy day in the District of Columbia—and the youngsters trooped across the mall en masse to 25 Louisiana Ave., N.W. The young men came respectfully in jackets. The young women wore summer dresses.

Every State

They were mostly in their late teens or early twenties and represented more than just a collection of college students. They were from nearly every state in the union. During the regular school year, they are enrolled at most of the major colleges and universities in the land. Most of them were undergraduates while a few were working toward advanced degrees.

For the summer they had been working in the offices of U. S. Senators and U. S. Representatives. Undoubtedly they had heard the Teamsters and Hoffa discussed as the General President or some other IBT representative testified before subcommittees or figured prominently in the news.

Wanted to See

Now they wanted to see for themselves. They left the Senate and House buildings and brought note pads with them to meet the Teamsters Union.

Hoffa invited the visitors into the spacious auditorium of the International headquarters, literally giving the students a red carpet treatment. The youngsters crowded to the front, completely filling the first few rows and leaving the rearmost part of the auditorium empty.

Having addressed students at Harvard and Chicago Universities, at MIT, and a dozen other schools, Hoffa knew what to do. He approached the

visitors like a stern father dealing with skeptical, inquiring off-spring. When he finished, the visitors applauded strongly and crowded around the Teamsters Union leader.

First the General President outlined the general structure of the 1.7 million member IBT. Then he discussed master freight contracts negotiating, labor law and the Congress, and the problems of organizing the unorganized—offering plenty of cogent remarks on each subject. It took an hour.

Aims of IBT

The second hour was devoted to questions and answers. One of the most pertinent questions put to Hoffa was the old inquiry about the aims of the IBT.

Hoffa said wages, hours, and conditions were the basic goals, of course, but that they no longer were enough.

He said health, welfare, and pensions now are great aims of Teamster contracts.

He said a new goal now in the offing will be that of gaining dental and optical care for every Teamster member and each dependent in his family.

Hoffa fielded a score of difficult questions and each time he completed an answer, a dozen hands shot up immediately. But the General President seemed the most proud and most emphatic when he explained what he thought his duties were as the chief executive of the largest union in the world:

Members First

"My personal obligation is to the members in the matter of getting wages, hours, and conditions, and all the other benefits that can come from collective bargaining."

Teamsters Aid Campaign



Michael Fomusa (left), secretary-treasurer of Teamster Local 738 in Chicago, and Norman A. Stepelton, president of National Tea Co., are shown discussing plans for raising funds for Chicago's United Settlement Appeal. Stepelton is general chairman of the campaign. Chairman of the labor division is Ray Schoessling, president of Teamsters Joint Council 25 in Chicago.



DRIVE

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WASHINGTON VISIT *thrills* ESSAY

Eastern, Central Conference Rank-and-File Prod Congressmen With Questions on Issues

(See Typical Winning Essay, Page 28)

A 10-year-old girl, who accompanied her DRIVE essay-winning grandmother to Washington, D. C., last month summed up the feelings of all who were guests of DRIVE when she said:

"I'm so happy. I want you all to know that people have been so nice to me." She was Vikki Prior, and a whole new world had opened up for her.

Somehow, at those words, the traffic outside Washington, D. C.'s new and plush Skyline Inn seemed muted and far away. Even the pile-driver working on the new House Office Building just two blocks away seemed to pause.

Little Vikki Prior, granddaughter of DRIVE Essay Winner Mrs. Marie Prior, wasn't the first of the Teamsters guests on their "wonderful week in Washington" to express her apprecia-

tion for the magic carpet tour of the nation's capital. But somehow, with a child's directness and trust this little girl had spoken for all 21 DRIVE Essay Winners.

They had come to Washington from the Eastern and Central Conferences. Some, like the Vernon Agnors of Erlanger, Kentucky, were small town Teamsters. Others, like Mary L. Coyne and her husband, of Pittsburgh, Pennsylvania, were from the big industrial centers.

But they were Teamsters all, rank-and-file members of the largest, most aggressive, most powerful union. And they were in Washington representing other Teamsters—all over the country.

For the past week, these Teamsters, Teamster wives, Teamster children had been opening up lines of communication which, when they get

home to report to their neighbors, will provide the Congressmen and Senators who turned out to do them honor with a realistic appraisal of the will of their constituents.

And were they sharp? You bet they were.

Sixteen-year-old Jeff Cropsey, a high school student representing Joint Council 16, New York City, bore into the question period with Congressional spokesmen like a seasoned Washington reporter.

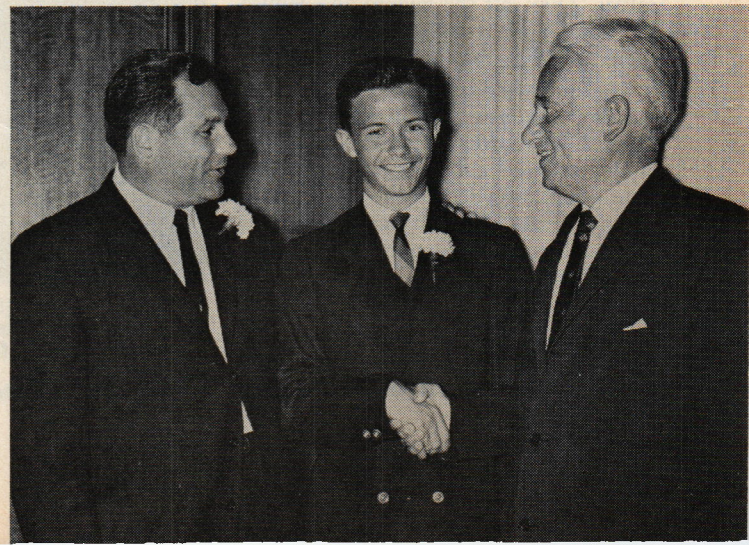
"My God," said one Congressman after being pinned down on a touchy issue by young Jeff, "where do you get them. They won't take no for an answer."

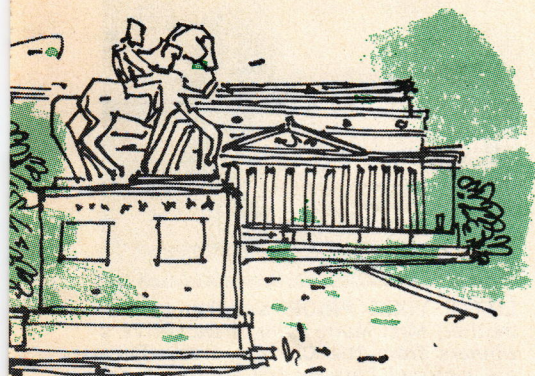
Politicians Evasive

And so it went. As the contest winners were well into their week in Washington they were finding out that

CONGRESSMAN ST. ONGE of Conn., second from right, chats with Mr. and Mrs. Albert J. De Luca, left, at DRIVE Congressional reception. At right is Bill Miller, DRIVE Director of Council 64. The De Lucas are from Bridgeport, Conn.

SENATOR KENNETH KEATING of New York, right, shakes hands with 16 year-old Jeff Cropsey, DRIVE's New York City Essay winner. Young Cropsey amazed legislators with his knowledge of current legislation.





WINNERS

politicians try to evade, they try to get around the issue. They just "don't want to make anyone mad."

"Straight answers in Washington are scarce as hen's teeth," muttered one small town Teamster as he bit into a juicy steak at a top Washington restaurant which is part of the "fun side" of the trip. "How do you guys ever get an answer?"

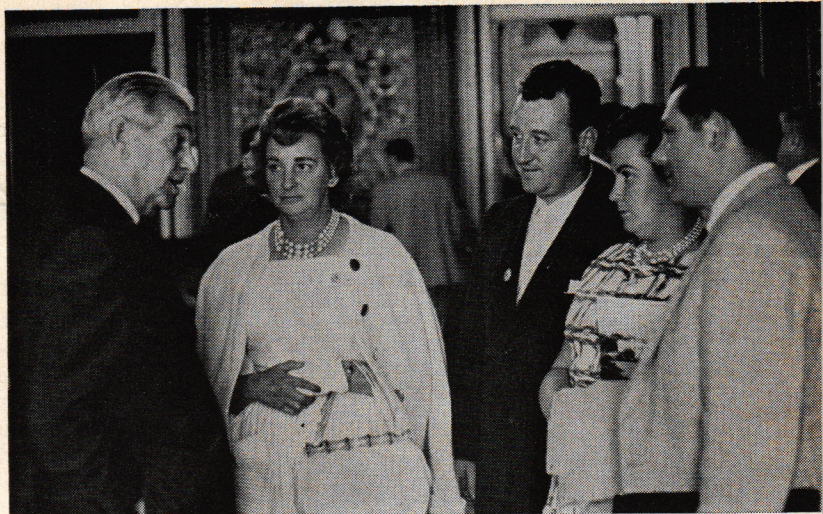
He was talking to IBT Legislative Counsel Sidney Zagri, a veteran Capitol Hill lobbyist who measures his successes in terms of hard knocks. "We had to learn," Zagri said, "just like you're doing."

It was General President Hoffa, however, who put his finger on the main problem of understanding how Congress operates. Speaking after a farewell dinner party which drew some nine Senators and 125 Congressmen, the General President laid it on the line.

"Regardless of how they act when they meet you, regardless of the smiles they give you, the most important thing is how they vote there on the floor of the House or the Senate, when the manufacturers' lobbyists and the radio, TV and newspaper reporters are watching them.

"What we have to convince these politicians of is the fact that we have an active DRIVE, right in their district, which can either work for them or against them, depending on how they cast their vote in Washington, D. C.

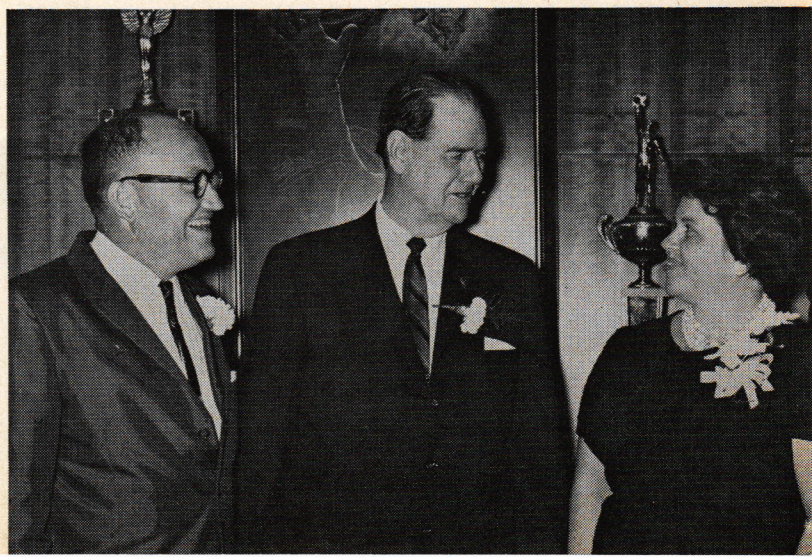
"These Congressmen and Senators are sensitive people. As soon as they heard that you winners had written



SENATOR GLENN BEALL of Maryland talks with **DRIVE** Essay Winners in the U.S. Senate reception room right off the Senate floor. Senator Beall was among nine Senators and 125 Congressmen who turned up later for a dinner at the Teamsters Building honoring the Eastern Conference winners.



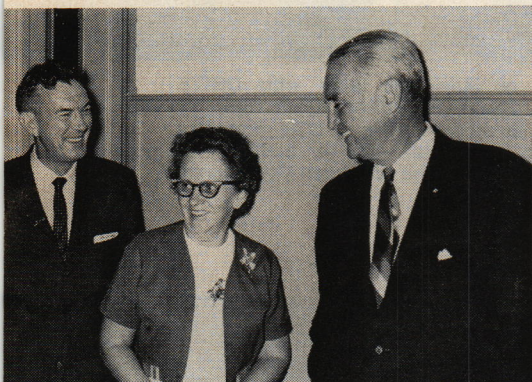
CONGRESSMAN JOE KARTH, second from left, meets Mr. and Mrs. Bernard Gladden of Joint Council 34 (Minn.) At left is Minnesota **DRIVE** Director Vic Spadaccini.



SENATOR OLIN JOHNSTON, second from left, Chairman of the Senate Post Office and Civil Service Committee, poses with Mr. and Mrs. David Hayes of Greensboro, N. C.



DRIVE EXECUTIVE DIRECTOR Sidney Zagri, who is IBT Legislative Counsel and chief lobbyist on Capitol Hill, briefs winners on what to expect in their individual visits with legislators. The scene is the IBT Board Room.



SENATOR STUART SYMINGTON, right, jokes with Mr. and Mrs. Guy Williams of Joint Council 13.



CONGRESSMAN SCHWENGEL, center, shakes hands with the Everett Wrights of Des Moines, Iowa.

SENATOR CLAIBORNE PELL of Rhode Island meets DRIVE essay winners in reception room of U.S. Senate. The group toured the Capitol Building, Senate and House office buildings and historic spots such as Arlington National Cemetery during their fun-filled week in Washington.



essays, they become interested. They figure if you can write an essay, you can write a letter, and urge your friends to write letters."

Hoffa, accompanied by Vice-President Gibbons and Vice-President Thomas Flynn, who also is Chairman of the Eastern Conference of Teamsters, also hit at the practical power that politicians wield.

"Back in the 30's we were fighting for a sandwich. We sat in buildings with machine guns outside. And now, we find that all the things we were fighting for are now the instruments which could cause our destruction.

"It used to be when we set up a picket line, that was it. We picketed, and won our strike because the employer lost money. Now, its a different story. He goes to the politicians and often within a matter of hours we find some kind of injunction or other move that maybe restricts us to picketing one gate.

"So the fight has shifted. Now, we have to make the politicians understand that we have an active, fighting electorate. We can't hope to match these big corporations in money, but what we have got is a vote.

"When the President of General Motors, making \$800,000 a year goes in there to vote he's got not one more vote than you. Remember that. And it's votes that politicians respect."

After addressing the group, General President Hoffa introduced International Vice-President Harold Gibbons as "the man who keeps the wheels rolling when I'm out in the field." International Vice-President Flynn was introduced as "the man whose Eastern Conference of Teamsters is larger than most International Unions."

To the contest winners, meeting the General President and talking with him was a highpoint of their trip. Unfortunately, Hoffa could not meet with the Central Conference winners because he was out of town. At the farewell ceremonies then, Executive



LITTLE VIKKI PRIOR and her grandmother, Mrs. Marie Prior, were DRIVE's winners from the Chicago area. They are pictured here by the White House, after a tour.

Vice-President Harold Gibbons presided and presented each of the winners with an American Flag which had flown over the Capitol in Washington.

In his speech to the essay contest winners from the Central Conference, Vice-President Gibbons outlined the absolute necessity for building DRIVE at the ward and precinct level.

"We must fill the gap that exists in the labor movement today, with respect to an active, working political instrument at all levels of government—from the city level to Washington, D.C."

Teamsters are taking the lead in political action, Gibbons said, because the labor movement generally is not serving the interests of its membership to the degree that is necessary.

"In Washington, D.C. we have today men who would rather be called "labor statesmen" than do the job for which they were elected by their memberships. They exert no leadership. They are more content to react, and then weakly, rather than act of their own initiative."

In personally presenting the flags, Vice-President Gibbons offered his thanks, along with those of DRIVE, to the winners for coming to Washington to express the rank and file point of view on the issues facing labor today.

GENERAL PRESIDENT HOFFA, surrounded by American flags which have flown over the Capitol, addresses Eastern Conference winners. Each winner received a flag.



A Special Report

Corporate Profits Find Refuge from Taxes In Foundations

In the United States it is possible for low-paid workers, taxpayers all, to create a profit for an owner; for the owner to dodge taxes by establishing a tax-exempt "charitable" foundation; for the foundation, with owner as trustee, to dedicate itself to brain-washing the low-paid workers with the idea that unionism—which would improve their wages, hours, and conditions—is bad for them. Not satisfied with undermining unionism, such foundations can (and do) attack any symbol of social welfare advancement. They do so openly while operating in the same public image of benefactions performed by a few truly great and charitable foundations.

THOSE who should know estimate that only one-third of the income of the nation is actually taxed. Tax exemption is the loophole through which the other two-thirds goes. One of the most popular but least publicized forms of tax exemption is the charitable trust or foundation.

There are several types of foundations and perhaps the most common is the tax-exempt corporate foundation. Due to the existence of such foundations, millions of dollars seep like sand through the fingers of the nation's economic hand.

Once a company's profits are fun-

neled to a foundation vault, two things have happened: It has escaped the pockets of the working people who helped create that profit; and it is removed from the sticky reach of the U. S. Treasury which collects taxes for a revenue-hungry government. The consumer dollar shrinks. The tax dollar becomes distorted.

There were some 45,124 tax-exempt foundations and charitable trusts in existence at the end of 1960 according to the Internal Revenue Service. Most were corporately sponsored.

An intensive study of 534 of those foundations was made by Rep. Wright

Patman (D.-Tex.), then chairman of the House Select Committee on Small Business, over an 18-month period. The results were published Dec. 31, 1962, under the title: "Tax-Exempt Foundations and Charitable Trusts—Their Impact on Our Economy."

The impact, Patman found, was tremendous.

The 534 organizations he studied had assets of more than \$10 billion at the end of 1960. Their aggregate untaxed receipts totaled \$7 billion between 1951 and 1961. Their aggregate disbursements in the same period totaled \$3.4 billion in gifts, grants,

scholarships, etc., or about 50 per cent of the intake. Patman commented:

"I find it difficult to reconcile the withdrawal of \$1 billion annually from the reach of the Treasury with the federal government's pressing need for revenue."

Magnify Patman's findings on 534 foundations to the total of more than 45,000 foundations figured up by the Internal Revenue Service and the loss of cash from the public pocket and marketplace staggers the imagination.

That is only part of the story. For all anyone knows, says Patman, there may be 100,000 foundations or perhaps even as many as 250,000 in operation by now.

Foundations Increase

The prospect is even further alarming when an unpublicized aspect of the corporate foundation system is considered: In recent years, many such foundations have been originated to perform a sinister role in our society.

But we're getting ahead of the story. First, it's necessary to understand how the foundation system has developed.

So-called philanthropic foundations first came into being following the enactment of the Income Tax law in 1913. Ever since, the privilege of tax exemption as an encouragement to charitable giving has been preserved and protected through a long series of tax law amendments, court decisions, and Internal Revenue Service regulations.

Foundation growth in numbers was slow until after World War II. There were only 27 foundations in 1915. There were 505 in 1946. By 1955, there were 4,162 foundations listed on the Internal Revenue Service Records.

Christmas Everyday

It was in 1954 that Section 501 (c)(3) of the Internal Revenue Code was amended in such a way that rich individuals and companies would have been foolish to ignore an obvious tax gift. For income tax purposes, an individual donor to a foundation could be granted as much as a 30 per cent deduction of his net income. A corporate donor to a foundation could be allowed as much as a 5 per cent deduction.

Foundations mushroomed by the thousands when businessmen discovered that the donor was not required

Tax-Exempt Group Attacks Labor

Sen. Maurine Neuberger (D-Ore.) noted in a recent speech that America's Future, Inc.—a non-profit, tax-exempt foundation supported by Dupont, Gulf Oil, Armco Steel and others—advocates opposition to what its spokesmen have called "the dangerous labor union monopoly which makes a political and economic slave of the union worker . . ."

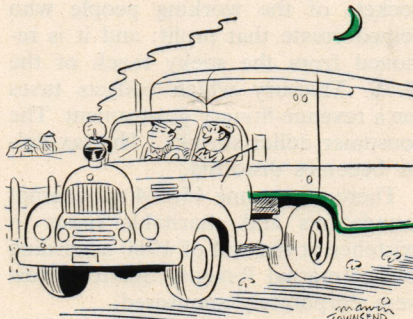
to pay a gift tax or an estate tax on contributions to foundations. Further, the donor's contributions constituted capital to the foundation, not income, and thus need not be distributed.

It was like Christmas every day for somebody with a lot of money or a company with embarrassingly high profits—a piggy bank for money tree owners.

There were other advantages to sponsoring a foundation, of course. It was a method to improve the corporate image, or it offered prestige value. Often, it was a means for a family to maintain control of a corporation upon the death of a principal owner.

Whatever their reasons, thousands of industrialists suddenly found themselves trustees of foundations sponsored by firms which were directed by themselves.

"Unquestionably," Patman wrote in the first page of his report, "the economic life of our nation has become so intertwined with foundations that



Wake up Joe, coffee's ready.

unless something is done about it they will hold a dominant position in every phase of American life."

In effect, Patman suggested, the multimillion-dollar foundations replaced trusts broken up by Teddy Roosevelt more than 50 years ago. Patman's study showed that of the 534 foundations he looked at, 111 of them owned 10 per cent or more of the stock in one or more of 263 different corporations, many of them leaders in their industries.

The only instrument of public control over the foundations is the federal tax law, especially the exemption privilege, and it hangs wide open like a barn door on rusty hinges. Patman blames "laxness and irresponsibility" in regulatory effort by the Internal Revenue Service.

There is almost an arrogant disregard of the U.S. Treasury filing regulations in spite of fines and jail terms that could be imposed upon foundations and their officers. One foundation, for example, waited until 1961 to file its application for tax exemption although it had been operating on a tax-free basis since 1926.

Unreasonable Income

Patman charges that although the law expressly forbids foundations to accumulate unreasonable income, that is exactly what they have been doing. The increasing wealth of tax-exempt foundations is one of the most serious problems facing the country because the tax base is gradually being eroded. The foundations' share of the tax burden is shifted to the wage earners, small farmers, and small businessmen.

Disclosure Proposed

There is ample proof that many so-called charitable trusts are being used for purposes having nothing to do with charity. Some foundations are used strictly as a control in business. Others lend money. Some trade in securities, evading the capital gains tax. In short, some foundations are simply devices for building empires beyond the reach of existing law.

Patman made numerous recommendations to Congress on what should be done to reform the foundation system. One idea he offered has gained new importance in view of the sudden renaissance of militant right-wing campaigns across the country.

Tax returns of foundations, Patman urged, should disclose expenditures for television, radio, and newspaper ad-

vertising, and also reveal money spent for promoting legislation or political activities, or amounts paid to other organizations for such purposes. Obviously, such accounting would indicate whether a foundation was truly charitable.

More than one tax-exempt foundation today is financing right-wing promoters who, among other activities, conduct campaigns against organized labor. A good example was reported in *The Nation* for April 20, 1963.

In this instance, it was the tale of the National Foundation for Education in American Citizenship (NFEAC) which was incorporated in 1940. NFEAC's registered goal included making "better known the American way of life among adults, college, high school and elementary school children by grants to writers of books, pamphlets, and addresses dealing with the American theme. . ."

Records Destroyed

Most of the original financing for NFEAC was supplied by a member of the Eli Lilly & Co. family. (It's the same company that once contributed \$25,000 to the Committee for Constitutional Government, an organization opposing the 40-hour work week, collective bargaining, Social Security and similar legislation.)

Nobody knows what NFEAC did the first 10 years of existence because Internal Revenue Service records for those years have been destroyed. Records for the past 11 years, however, show that 88 per cent of NFEAC's accountable "grants" have financed *Human Events*, a far right-wing publication—some \$232,310 to be exact. In 1958, NFEAC contributed \$5 to the New York Department of Social Welfare and \$47,360 to *Human Events*.

John Birchers

One of NFEAC's early officers later became an official with the Americans for Constitutional Action, an extremely reactionary outfit.

A small financial contributor to NFEAC has been the Texas Education Association, some of whose advisors work on John Birch Society publications and endorse the right-wing Manion Forum.

Union members will immediately recognize another NFEAC supporter—the Deering-Milliken Foundation of New York. Roger Milliken, head of the Deering-Milliken textile chain, is a leading fund solicitor for the Na-

tional Right to Work Committee. He also endorses the Birch Society.

Roger Milliken is remembered as the employer who locked the doors of the Darlington Mfg. Co., shortly before Christmas in 1956 after his workers had voted for union representation. The mill was closed and the equipment sold at auction.

Other foundations with NFEAC alliances documented in the web of receipts and expenditures on file with the Internal Revenue Service include the American Enterprise Association and the Foundation for Economic Education. The latter organization publishes *The Freeman*, a "champion of private property" (and foe of human rights).

Life Line Foundation, the creation of Texas billionaire H. L. Hunt, shared Washington headquarters with NFEAC-sponsored *Human Events* for

a long time. Hunt established Life Line Foundation by simply amending the corporate charter of Facts Forum, his original propaganda mill.

There came a time when various Congressmen finally began to question the propriety of NFEAC being rated as a tax-exempt "charitable" organization. The Internal Revenue Service investigated and shortly afterward revoked NFEAC's tax-exempt status in October, 1962.

The National Education Program (NEP) is another foundation that is now considered the brain center for the so-called ultra-right. It was granted tax-exempt status in 1954. Located at Searcy, Ark., and housed in Harding College, NEP is directed by Dr. George S. Benson. He is also president of the college. (Glenn A. Green, a vice president of the National Right to Work Committee, once

Phony Portrait!



— TEAMSTER NEWS SERVICE

served as Executive vice president of NEP and was chief aide to Benson.)

While NEP grinds out millions of pieces of right-wing literature and produces movies for fright peddlers, the details of its financial structure remain unknown. The Internal Revenue Service once had to admit that NEP filed none of the required forms from its beginning until 1961.

The list of abuse is lengthy.

The foundation system has been corrupted.

There are many foundations that undoubtedly perform a fine service as charitable trusts, but how many fail to even aim for that noble goal?

Rep. Patman called for establishment of a regulatory agency and concluded after his study:

"In the area of foundations, the Treasury Department has been so lax in enforcement of the law and regulations that it amounts to irresponsibility and virtual abdication from the task of administration. This might have been overlooked 40 years ago, but times have changed. The increase in the number and size of foundations has drastically altered the situation. Under present-day conditions, the public consequences are much wider and more serious . . . reforms are vitally necessary."

Rep. Wright Patman (D-Tex.) discussing tax-exempt foundations:

"A number of reforms are vital. We must start with the fact that when an organization is tax exempt, it means that all other taxpayers must pick up the tab. Correspondingly, when any taxpayer reduces his tax by a deduction for contribution to a foundation, it means that all other taxpayers must make up for that tax reduction."

Teamsters Make Scouts Mobile



Since it was difficult to get the boys to the camp, Teamster Local 633 in Manchester, N. H., reasoned that it would be easier to get the camp to the boys and so donated a 10-ton trailer fully loaded with outdoor equipment to the Daniel Webster Council of Boy Scouts. The trailer carries tents and all camping gear needed and travels from one area to another to serve troops of 150 to 200 boys. Edward Pettit of Newfields, a district Boy Scout executive, is shown here unloading the van with the help of Scouts Stephen and David Van Der Beken of Troop 103 in Manchester.

WINNING ESSAY

By Garland Via

Local 175

Charleston, West Virginia

DRIVE (Teamsters' legislative arm) is important to me because like most fellows, my first concern has always been being sure of my job and having wages which are sufficient to provide my wife and children with a little more than the necessities of life.

By this I mean enough for recreation, charity, a good education for my youngsters and savings for the future. Naturally, job security means a lot to me. I'm at the age when it's tough to get another job.

Peace of Mind

My peace of mind comes from knowing that my job is secure as long as I do my work properly. All of these things which mean so much to me and my family come from belonging to the Teamsters.

Ballot Strength

Now that the National Manufacturers Association and the U. S. Chamber of Commerce are out to break the back of unions by legislation, it is up to every Teamster to beat them at their own game and use the only kind of language they understand—the strength of the ballot.

I know that DRIVE is the answer to being sure that when my time comes to retire that my pension and all the gains will still be there because only through my union and DRIVE can I protect my future security.



For Your INFORMATION

. ORGANIZED DOCTORS suffered a defeat recently in the New Jersey Supreme Court. The high tribunal declared unconstitutional a statute giving the New Jersey State Medical Society the power to approve or veto group medical-surgical plans. Until now, the Society had okayed only one such plan, Blue Shield, which it sponsored. A competing group plan filed suit. In a unanimous decision, the state supreme court declared: "We think that such a power to restrict, or indeed, to prohibit, competition in a field so vitally connected with the public welfare may not constitutionally be placed in the hands of a private organization such as the medical society, which has an interest in promoting the welfare of the only existing medical service corporation (Blue Shield) in the state."

. AN AVERAGE net profit of more than \$1,500 from the labor of each of their 9.6 million employees was gained by the 500 biggest corporations in the U.S. during 1962. Gross profit, before taxes, was more than \$3,000 on each worker. The estimates were made by Fortune magazine recently in its annual article regarding the 500 largest corporations in the country. Combined sales of the 500 was \$229 billion. There were 49 corporations listed with sales in excess of \$1 billion in 1962. The 10 giants, topped by General Motors, accounted for 24 per cent of the sales and a total net profit of \$4.4 billion for an average gain of \$2,300 from the work of each of their 1.9 million employees.

. INCOME TAXES for big business were reduced about \$2.3 billion in 1962 as a result of the Kennedy Administration's new depreciation guidelines and credits for new investment. Commerce Secretary Luther Hodges said Internal Revenue Service rules allowing corporations quicker tax write-offs for depreciation of machinery and other equipment trimmed about \$1.2 billion from what the 1962 corporate tax would have been. Tax credits accounted for another \$1.1 billion. Meanwhile, Mr. and Mrs. John Q. Wage-Earner were still waiting for Congress to act on tax cuts for them as the summer came to a close.

. ONE of the reasons the Swedish unemployment rate has remained below 2 per cent for the past 20 years is that school dropouts are not a problem in that country. Swedish Undersecretary of Labor Ernst Michanek testified before a U.S. Senate subcommittee recently and said school dropouts were unheard of in Sweden. Several reasons were advanced including: Full employment which reduces the pressures of dropping out to increase the family income; teachers are well-paid and capable; and a social stigma is attached to the youngster who does not finish school.

. ONCE AGAIN the Vermont legislature has said "no" to a proposed "right-to-work" bill. For the third time in recent years, the Vermont lawmakers voted down the proposal, this time by a margin of 178 to 46. Floor debate included a bi-partisan attack on the measure described as a bill that "would do irreparable damage to Vermont's economic and industrial development." Two years ago, the RTW vote was 147 to 67, and two years prior to that, the proposal was beaten by a vote of 136 to 93.

. EMPLOYERS must furnish unions with pertinent data regarding a production bonus system established and administered unilaterally. That's a recent decision by the National Labor Relations Board concerning a dispute between the Pascagoula (Miss.) Metal Trades Council and the Ingalls Shipbuilding Corp. The case involved a bonus system which, while it had never been part of the contract, was being eliminated. The union council asked for a wage increase for those workers affected by the discontinuance of the bonus system -- but the company refused.

. CONSUMER BOYCOTT picketing at secondary sites was dealt another blow recently in a ruling by the Fifth Circuit Court of Appeals. The decision was that a union violated Section 8(b)(4)(i) and (ii) of the 1959-amended boycott provisions of the Taft-Hartley Act by picketing furniture stores with signs urging customers not to buy products of a struck manufacturer. The NLRB had termed the pickets "coercive." The case involved Local 261 of the Retail, Wholesale and Department Store union and a Birmingham, Ala., store. The decision upheld a National Labor Relations Board ruling; at the same time, it rejected two contrary rulings by the District of Columbia Court of Appeals.

. SKIING, long considered a thriving business in states blessed with high hills and snowy winters, has finally come under the jurisdiction of the National Labor Relations Board. The Board found that the Aspen Skiing Corp., in Colorado, for example, satisfied the \$500,000 jurisdictional standard for retail operations. It determined the bargaining unit to include ski lift employees, ticket sellers, ski patrolmen, and ski patrol leaders, and directed an election for the Aspen Mountain Employees Association. The company tried to get out from under the order but the NLRB noted that "at least 50 per cent of the employer's operations are conducted on federal property and are subject to extensive federal regulation through the Forest Service" -- endowing the matter with more than a purely local interest.

. CASH dividend payments are running 6 per cent higher this year than in 1962 according to the Office of Business Economics. Corporations issuing public reports said their total cash dividend payments in the first half of 1963 was \$7.6 billion, 11 per cent higher than last year; however, half the added amount was from the mid-year "extra" dividend declared by a single producer. Dividends increased in nearly every industry. The largest gains were in automotive, oil refining, chemicals, food, and machinery.

. SALARIES of top corporation executives increased 6.3 per cent, last year, considerably above increases won by American workers in 1962. U.S. NEWS AND WORLD REPORT said recently that average pay for executives of 387 leading corporations in 1961 was \$140,621. In 1962 it rose to \$149,417, not including stock options, expense allowances, and other executive bonanzas.

Top salary getter in 1962 was Frederic G. Donner, GM board chairman with a salary of \$201,475, a bonus of \$442,500, and stock option credits for a total of \$791,475.

. DR. SPOCK, in Washington, D. C., the other day, made his stand for medical care for the aged through social security. The man whose advice on baby care has become an institution to American mothers said: "When serious illness hits people in retirement, they often have to get help from their children whose own expenses are heavy. It's not just the financial deprivation, but also an emotional strain on young parents. . ."

. PROFITS of American corporations soared to an all-time record annual rate of \$64 billion, before income tax, during the last quarter of 1962, according to the Commerce Department. So far in 1963, profits continue the upsurge to even greater heights.

WHAT'S NEW?

Auto Air Conditioner Designed for Compacts

A Dallas firm is marketing an air conditioner for compact cars that features thin-line styling for maximum front seat leg room. They are specifically designed for Valiants and Darts but similar units are available for Chevy II and Lark.

Battery Booster Protects Transistorized Equipment

Damage to transistorized equipment due to hookup error is prevented with a new battery booster that attaches to the truck battery and features polarity protection. Installed under the service truck hood, the unit is equipped with remote control circuit switch and 25-foot leads.

Impregnated Pads Stop Battery Corrosion

Small, square fiber glass pads with perforated centers are now available to prevent battery corrosion. These pads fit over the battery posts and under the clamps, and because of their chemical treatment, neutralize acids and keep both dry and clean.

Penlite Batteries Run Electrical Tester

From California comes a new battery-powered tester for automotive electrical systems that operates on penlite batteries. This handy device even permits the checking of alternator diodes—by placing them in series with the tester.

Plastic Utilized In Reefer Body

Plastic has moved into reefer bodies made in the Netherlands in prefabricated sections for various body sizes. The plastic body has 4-inch thick walls of freon-foamed urethane insulation sandwiched between two sheets of reinforced polyester.

Cap for Vertical Exhaust Pipes

Many advantages are cited for an exhaust cap for vertical exhaust pipes that prevents rain, dirt, insects, etc. from entering the engine. Said to absolutely seal the pipe when the engine is shut down (the wind can't lift it), a special heat-treated bushing assured the cap's opening at higher temperatures.

Emergency Service Provides Spare Tires

A 24-hour a day, 7-day a week service is now being offered by a Camden, N.J., firm to provide emergency spare tires for over-the-road fleets. A phone call by the driver of the disabled vehicle is all that is necessary to have a spare brought from

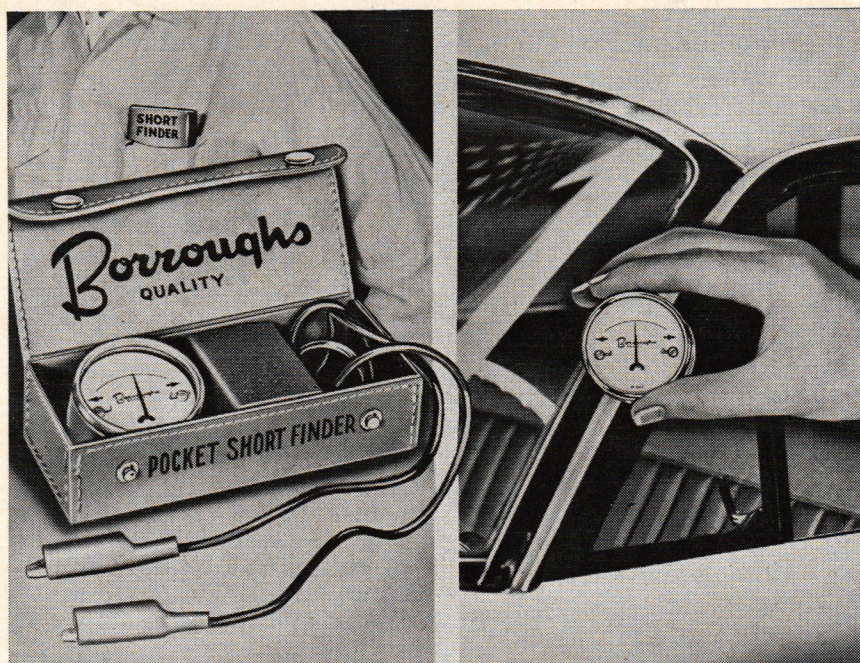
WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of *THE INTERNATIONAL TEAMSTER* not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing *THE INTERNATIONAL TEAMSTER*, 810 Rhode Island Ave., N. E., Washington 18, D. C.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

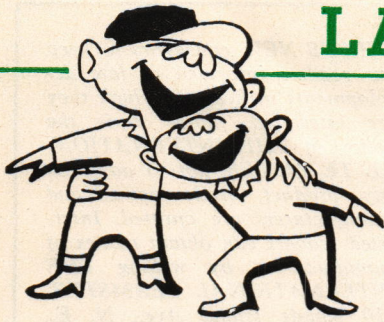
the nearest service point and installed.

The out-of-service tire is returned to the fleet terminal in return for the spare and the cost involved includes a nominal fee for the service and use of the spare on a daily basis.

Makes Short Work of Short Circuits



Remember way back when they had to take a car apart to get at the battery. It need no longer be almost necessary to take it apart to find a short circuit with a new short finder just marketed that is much smaller, handier and lower in price than the usual such item. Every service shop and garage, large or small, can easily afford one out of pocket money. The first circuit trouble job to come in might easily pay for it. The new short finder comes in a neat leatherette case 5 $\frac{3}{4}$ " long, 2 $\frac{1}{2}$ " wide and 1 $\frac{1}{2}$ " deep, with flap cover and snappers, easily fitting into a work shirt pocket. To use the compact short finder you take out two insulated wires attached to a unit in the case and you connect the two alligator clips at the free ends to the circuit breaker or fuse holder of the car, and turn on the switches in the shorted circuit. Next you take the 2" dial meter out of the case, which is free and unconnected, place it on wire routing area near the fuse, and follow the wire routing, holding the meter against the car. The needle in the meter will have a waggling motion as you go along the wire routing until you come to the short. Beyond the short, the needle will stop fluctuating. You've found your short. The meter will operate through door posts and through the sheet metal roof.



LAUGH LOAD

How It Started!

The eyewitness was ordered by the court to tell how the fight got started: "Well," the eyewitness explained, "it wasn't really very much. First thing, old Hal Smith called Bill Jones a liar, and Bill broke an ax handle over Hal's head. Then one of Hal's friends got upset about that and knifed old Bill. Well, Bill's friend worried some over that and then shot the man who'd knifed Bill. Some other fellas standin' around commenced to shootin' at Bill's friends, and that of course led to a little excitement and they started in fightin'."

Good Question

Truck Driver: "We are now passing the largest brewery in the United States."

New Helper: "Why?"

She's Not Dumb!

Trucking Tycoon: "Well, dear, now that we're married I'll need a new secretary to replace you at the office."

New Bride: "I've thought of that. My cousin that's just leaving school would be perfect for the job."

Tycoon: "Good . . . what's her name?"

Bride: "Sam Smith."

Complete Failure

Diesel Mechanic—"Here, you can just take this stuff back and refund my money. It won't work."

Druggist—"What in the world are you talking about?"

Diesel Mechanic — "I'm talking about this vanishing cream. I rubbed it all over my wife's mouth, but it's still there."

But No Push-Ups!

The only exercise some folks get is jumping at conclusions, running down their friends, sidestepping responsibility and pushing their luck.

Had Reason To

"Let me see that letter you've just opened," snapped the wife. "I can see from the handwriting it is from a woman and you turned pale when you read it."

"You can have it," returned the husband calmly. "It's a bill from your hat shop."

Odd But True

Nature is a wonderful thing,
I will tell you how;
She has provided a fly swatter,
On the end of every cow.

—Mary Ann Gay

Right Name

"See that big fellow over there?" said Jones to his friend at the bar. "He was a famous shark fisherman. His specialty was sticking his arm into the shark's mouth to remove the hook. The old-timers used to call him 'Fearless!'"

"Used to? What do they call him now?"

"Lefty!"

Good Moral Force

Though it's subject to a lot of abuse, we should remember that the automobile has proved to be a great moral force in America. It stopped a lot of horse stealing.

Those Good Neighbors!

As they propped themselves against the bar, Thompson remarked:

"I say, old man, when your wife's away do you have to tell her everything that you do?"

Johnson put his glass down and smiled sadly.

"Not at all necessary," he replied. "She tells me that she always gets a more reliable account from the neighbors."

Suitable Phrase

Old Ebenezer, the country town's meanest man, had died. The local preacher was hard put to phrase a respectable oration over the coffin.

Eventually he said: "Ebenezer, you are gone. We hope you are gone where we suspect you ain't."

Horticulture Lesson

Any little tomato who knows her onions can go out with an old potato and come home with a couple of carats.

There Was

"I thought there was a large balance in our joint account," said a husband to the bank clerk who had told him about "insufficient funds."

"I'm afraid your wife has beaten you to the draw, sir," replied the clerk.

Her View Point

He: Why is it the most important men on the campus always have the best-looking girls?

She: Why, you conceited thing!—

Choke on a Joke!

"You didn't laugh at Skinner's joke," said a man to his friend. "I thought it was quite a good one."

"It was a good one," replied the other, "but I don't like Skinner. I'll laugh when I get home."

Tougher Problem

How hard it is for a rich man to enter Heaven concerns us less than how hard it is for a poor man to remain on earth.

And Pocket Her Pride!

Said Sadie: "If I had to choose between a man with brains and a man with brawn, I'd pick the one with the most money."

Her Concern

"Thunder will boom," shouted the minister as he described the Day of Judgment. "Lightning will strike! Rivers will overflow! Flames will shoot down from the Heavens! There will be storms, floods, earthquakes!"

A little girl looked up eagerly and whispered: "Mummy, will I get let off school?"


He Was Steered Wrong!

A wealthy Texan returning from England was asked by an artistic friend if he'd picked up a Van Gogh or a Picasso.

"Naw," said the traveler, "they are all left-handed drivers over there and besides, I already have three cars."

FIFTY YEARS AGO

in Our Magazine



From the August, 1913, Teamster

(This month we reprint in their entirety two unrelated articles that appeared in the August, 1913 TEAMSTER. The first is a humorous but perceptive dialogue on graft, a la Peter Finley Dunne. The other, of a more serious vein, attacks the evils of smoking 1913 style. In 1913 there was no linking of cigarette smoking with lung cancer since there had been no investigation in that direction. In 1913, the death rate for lung cancer per 100,000 population was 78.5 persons. In 1961, (the latest available figures) it was 147.5, nearly doubling in 50 years. Fifty years ago the cigarette smoker was considered as immoral and a fiend. Today, thanks to the advertising industry, the image has changed. Now he is virile, idolized by the opposite sex, athletic, healthy, acclaimed by his fellow man. You might keep this latter description in mind while reading "The Cigarette Evil.")

From 'The Woman'

If you like, vouchsafed Blake. "You can't make me sore by calling me a grafter, because I belong to the right kind. You see, son, there's two sorts of grafters. One sort thinks he is committing a crime. Consequently, he's a criminal. The other—my sort, if you like—knows that graft is a national institution in America. He knows that the grafter's is a necessary public position and that it ought to be filled by an honest man. So he takes what the public kindly provides and proceeds to get rich."

"There's one thing," corrected Tom. "That the public doesn't provide him with. And that's it respect."

"Its respect? Son, the public gives him that, even before he's got half its cash."

"Nonsense!"

"Oh, you're a kid! Your silly head's stuffed with a lot of fool notions that you've dug out of measly books and pamphlets. If the folks who wrote that stuff had the right dope, d'you suppose they'd be wasting time and staying poor, by writing? Not they! They'd be living up to their own maxims and coining incomes that would make John D. Rockefeller look like a poor relation. You've read their books but you've never learned to read men. And, till they teach that in the schools, the public is liable to keep right on forgetting to sew up the hole in its cash-pocket. Who is it that makes graft possible?"

"Who?" echoed Tom. "The machine, of course. And the political ring in every county and city."

"You sound like a dinner-bell that doesn't tinkle till dinner's over. There's only one crowd that lets grafting keep on. And that crowd is made up of the missing links between the sheep and the donkey—which same missing links we call, for

lack of a better name, the public.

"Surely——"

"Yes the public. Graft couldn't last as long as a tallow dog chasing an asbestos cat through hell if the public didn't permit it. Gee! If I wasn't so used to the idea I'd laugh myself sick over it. Here's the American public—with more money and more brains than every other nation on earth put together! And they're peaceably allowing themselves to be fleeced year after year."

"Not peaceably. Often they protest, and——"

"Oh, yes. They howl bloody murder, and yell: 'Thieves! Help, I'm being robbed!' And at the same time they sweep the sidewalks with their hats every time one of the robbers passes them in the street. Other nations have kings and nobility to kotow to. We haven't. So gratify our normal craving for groveling by making idols of our biggest grafters."

"No!"

"Yes. Not the pikers. Not the grocer who charges creamery prices for the wooden box the butter is weighed in. Not the butcher who weighs his hand with the cold storage steak. But the really big grafter. The man who plays for millions of dollars at every throw. The public adores him. Back comes Dick Crocker from Ireland. The intelligent New York people yell themselves hoarse, shouting: "Welcome back to what you've left of our city!" The big Wall Street grafters go to Europe and emperors pin fancy medals on 'em. The public starts investigations about bad beef and the high cost of living. That sort of thing costs the grafters a bit of money. But they don't care. The minute the squeal dies down they get all the cash back again by putting up prices one notch higher. The public screams—and pays."

"But the people——"

"The people elect a President to fight grafters. And the minute he gets busy at it he damn near loses his job. Yes, sir, it's the people who want graft and support it. If they didn't want it—if they'd get together and vote it down—it wouldn't last a minute. Could I or any other man go to a fellow's house and pinch his watch or ring? Not on your life! Why not? Because he doesn't want us to. He'd shoot us or jail us. Can I get that same man's bank roll by grafting? I sure can. And I do. Why? Because he wants me to. If he didn't I couldn't get within a mile of it."

"But——"

"They all want some crumbs of the cake, themselves. They hope, by petty grafting, to grow into big grafters, to grow into big grafters. In the meantime they look on the big grafters as a demi-god. Graft! Why it's the mainstay

of the day's news. It's the one item everybody's crazy to read. It's the bulwark of the magazines. Why, look here." he went on, picking up at random one of several magazines scattered on the table, and running over its pages. "Look here! 'The Shame of the Cities.' 'Where Did You Get It, Gentlemen?' And a lot more. There's no country on earth where graft flourishes as it flourishes here. And it's because the public doesn't think a man's worth a hoot in Hades unless he can sell 'em a gold brick. Bah! Don't talk to me about the public! They've made me rich. But they sure give me a pain."

"Dad," observed Tom as Blake paused for breath, "I owe you an apology. I though grafting was only a failing with you. But I see it's a religion."

The Cigarette Evil

Cigarette smoking begins with an innocent, boyish effort to be smart. It soon becomes a pleasure, then a satisfaction, next a necessity. The last stage evolves into third, a condition of fever and unrest, wandering of mind, accompanied by loss of moral and mental control. This may take two years or 10. But finally a flabbiness of tissue results from taking the smoke into the bronchial tubes, where pure air is required to oxygenize the blood, and a nervous weakness follows that leaves the victim unprotected, a prey to any sort of malady or disorder to which he may be exposed or liable.

Beginning as a habit, the indulgence finally becomes a vice.

The first indication of degeneration is in the youth's secretiveness. He feels his weakness and so seeks to present a bold front. "Bluff" is his chief characteristic. He tries to make an impression—he talks big, is full of promises, plans, and confidential utterances. He confuses dates, times and places, and often will tell you he has done a thing when he only intends to do it.

The cigarettist is apt to dream over his work, to dawdle indefinitely. He picks things up and lays them down, and proves for us again and again the maxim that the strong man is the one who can complete a task, not merely begin it.

One marked peculiarity of the cigarette fiend is that often he makes the discovery that cleverness, astuteness, trickery and untruth are good substitutes for simplicity, frankness and plain, common honesty.

It is a busy world, boys, and competition is keen. We need all the strength we can muster. No one thinks more of us because we use cigarettes—and there are those who think less. And these last are the people whose good-will we prize. Let's cut them out!—Elbert Hubbard in the Cosmopolitan.

**OUR GOAL 100%
DRIVE MEMBERSHIP**



100
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**A
WHALE
OF A
JOB!**



LET'S DO IT!